

CAUT/ACPPU BULLETIN

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Readership
Survey results
page 7
Résultats du sondage sur
les habitudes de lecture page 7

UNESCO moves towards a statement on higher education personnel

Carleton University faculty business officer pilots a proposal for an official statement on the rights of higher education teachers through international channels

The 27th General Conference of UNESCO meeting in Paris has voted in favour of moving towards an official statement concerning the rights and the status of higher education teaching personnel. The UNESCO secretariat will, therefore, be proposing such a statement to the next UNESCO Conference in 1995.

CAUT has been a major force in achieving this result which we hope will be particularly useful in the defense of our colleagues who are the victims of authoritarian governments but which will also set out norms for all countries. This marks a significant step forward in achieving an international statement similar to the ILO recommendation concerning the Status of Teachers which was adopted in 1966.

This successful international lobbying has been carried out with minimal cost to CAUT thanks to an imaginative decision of the Carleton University Academic Staff Association to allow its business officer, Ms. Pat Finn, to devote a sabbatical to this project. Herewith follows her account.



Pat Finn and Jo Beresford (New Zealand) attending the ILO meetings in Geneva, November 1991

By Pat Finn

It was by no means certain that the UNESCO vote on the issue would be positive. That the issue has come this far owes much to the leadership of CAUT and the Canadian Commission on UNESCO.

CAUT was instrumental in informing a loosely knit group known as the International Conference of University Teachers' Organizations (ICUTO) and it was this group that decided to collectively press for a normative instrument on higher education personnel.

A sub-committee on the issue

was struck consisting of CAUT, SNESup (France), IFUT (Ireland) and AAUP (U.S.A.). The question then became one of moving forward without any resources.

In late February 1991 CAUT forwarded a memorandum informing member associations about the possibility of having a normative instrument on higher education personnel. The second last paragraph caught my attention — it was a plea for a volunteer(s).

At the same time, thanks to my contract with CUASA, I was contemplating possible projects for my next sabbatical.

The plea led me to a meeting with CAUT Executive Director Donald Savage who was very encouraging about my taking on this project and within a few months I had been seconded to CAUT.

Following a search through the CAUT files for background material, Dr. Savage and I met with Mariette Hogue at the Canadian Commission on UNESCO to introduce myself, explain the project and seek the commission's assistance.

From this simple beginning came an exciting six months in Europe spent mainly in Paris and Geneva. Armed with letters of introduction I flew to Europe to complete a new project vastly different from my normal work and to consult with people I'd never met let alone heard of.

After initial meetings with IFUT and SNESup, I attended the 26th General Conference in late October 1991 at UNESCO Paris headquarters as an accredited observer of the Canadian delegation.

The conference considered whether or not to proceed with a feasibility study on the possibility of regulating the status of higher education personnel.

Had the conference not agreed to proceed in this fashion, the project would have been severely compromised.

During that period, Jean-Paul Laine and Daniel Montcaux from SNESup were very generous with their time, providing me with all relevant documents in their possession. From this meeting the next move was to the International Labour Organization (ILO) in Geneva.

Since CAUT had no contact person at the ILO, I turned to Brian Mallon, the International Director of the CLC, for an introduction. I scheduled my arrival to coincide with the governing meetings of the ILO and Mr. Mallon agreed to shepherd me through the ILO labyrinth.

In addition, I also contacted the World Confederation of the Teaching Profession (WCOTP) to discuss the project with them. WCOTP offered an office, typewriter and computer access.

A review of background documents revealed there were four essential areas to be addressed in a normative instrument: academic freedom, autonomy, collegiality and freedom of association. While the ILO recommendation concerning the Status of Teachers covers these areas, this was possi-

continued on page 7

L'UNESCO en voie d'adopter une déclaration sur le personnel de l'enseignement supérieur

L'agente syndicale de l'association des professeurs de l'Université Carleton pilote un projet de déclaration officielle sur les droits du personnel de l'enseignement supérieur à travers les voies internationales

Les délégués à la 27e conférence générale de l'UNESCO, tenue à Paris, ont voté en faveur d'une déclaration officielle sur les droits et la condition du personnel de l'enseignement supérieur. Le secrétariat de l'UNESCO proposera donc une déclaration en ce sens à la prochaine conférence de l'UNESCO en 1995.

L'ACPPU a joué un rôle de premier plan dans l'aboutissement de ce projet et espère qu'il servira particulièrement à défendre nos collègues victimes de gouvernements autoritaires. Nous espérons également que cette déclaration permettra d'établir des normes pour tous les pays. Nous venons de franchir une étape importante vers l'obtention d'une déclaration internationale semblable à la recommandation de l'Organisation internationale du travail sur la condition des enseignants adoptée en 1966.

Les pressions exercées à l'échelle internationale ont porté fruit et n'ont presque rien coûté à l'ACPPU grâce à l'heureuse décision de l'association des professeurs de l'Université Carleton de permettre à son agente syndicale, Mme Pat Finn, de consacrer son congé sabbatique à ce projet. Voici son compte rendu.

Rien ne garantissait que l'UNESCO voterait en faveur de la déclaration. C'est grâce à l'initiative de l'ACPPU et de la Commission canadienne pour l'UNESCO que le dossier s'est rendu aussi loin.

L'ACPPU a contribué à la

formation d'un groupe informel portant le nom de International Conference of University Teachers' Organizations (ICUTO). La décision d'exercer des pressions collectivement en faveur d'un instrument normatif sur le

personnel de l'enseignement supérieur revient à ce groupe.

On a donc mis sur pied un sous-comité responsable du dossier composé de représentants de l'ACPPU, du SNESup (France), de l'IFUT (Irlande) et de l'AAUP (É.-

U.). Il a ensuite fallu décider d'aller de l'avant sans aucune réssource.

Vers la fin de février 1991, l'ACPPU a expédié une note à ses associations membres les informant de la possibilité qu'un instrument normatif sur le personnel de l'enseignement supérieur soit rédigé. L'avant-dernier paragraphe de la note a attiré mon attention. L'ACPPU demandait en effet l'aide de bénévoles.

Au même moment, grâce à mon contact avec la CUASA (l'association des professeurs de l'Université Carleton), j'envisageais divers projets possibles en vue de mon prochain congé sabbatique. Cet appel de l'ACPPU m'a incitée à rencontrer le directeur

général, M. Donald Savage, qui s'est montré très favorable à mon intention de réaliser le projet. En l'espace de quelques mois, j'étais affectée provisoirement à l'ACPPU.

Après avoir compilé les dossiers de l'ACPPU à la recherche de documentation, M. Savage et moi avons rencontré Mariette Hogue, de la Commission canadienne pour l'UNESCO, dans le but de me présenter, d'expliquer le projet et de solliciter l'aide de la Commission.

Ce simple début m'a ensuite emmenée à faire un séjour excitant de six mois en Europe, principalement à Paris et à Genève. Munie de lettres de présentation, je me suis envolée

suive à la page 10

Des préjugés sexistes
page 6

PM's back-up team
page 8

Grievance resolution
page 13

LETTERS / COURRIER

Two denials of autonomy don't equal one right

It is wrong to suppress someone's right to express their convictions; it is wrong to rape someone; and it is wrong in each case for the same reason — both actions destroy the autonomy of their victims. That is why rape is the vilest of crimes and why freedom of speech is the most precious of civil liberties.

One of the ironies of the recent confrontation between Professor Yaqzan and the senior administration at the University of New Brunswick is that both of their actions have similar effects, in the first case to deny, in the second to destroy, the autonomy of others.

In explaining the actions taken by his administration the president of the University of New Brunswick, Robin Armstrong, speaks of the need to assure present and prospective female students and faculty of the existence of a safe and supportive environment at the university. If reassurance is what is needed then reassurance is what should be provided — not a public flogging of one of his professors.

And what of those present or prospective students and faculty who might fear the onset of controversial thoughts while at UNB, thoughts which might (who

knows) come to be regarded as offensive by future public opinion? What reassurance can President Armstrong offer to them that their academic and civil liberties will be respected? But perhaps there is no need for that reassurance since the president maintains, apparently on the grounds that academic freedom is "inapplicable" to offensive points of view, that no violation of that principle has occurred.

Hearing this from the president of your university is like hearing your insurance company say the policy lapses as soon as the house burns down. Academics across Canada should feel chilled by the developments at UNB. So should all Canadians.

Basic moral principles are not flags of convenience to be struck in the face of stormy weather. They are, rather, a compass that will help us steer a straight course in all winds, whether they blow from the left, as they do now, or from the right, as they did not so long ago. Today the flags at the University of New Brunswick stand at half mast.

Tom Vinci
Philosophy
Dalhousie University

La féminisation du discours : un débat sans fin

Dans sa lettre, publiée dans le *Bulletin* (décembre 1993) Madame Antoinette Montebrian exprime l'agacement que provoque chez elle le conformisme actuel voulant que toujours le féminin suive, le plus souvent précède, le masculin du moins substantif. Combien je suis d'accord. Usage récent d'ailleurs, mis en vogue me semble-t-il, par le général de Gaulle.

D'autre part elle qualifie de «barbarism» qui la fait sursauter — s'il m'est permis d'ainsi traduire «à cringe» — de dire «la première ministre» et il me semble bien avoir lu quelque part qu'à une femme appelée à remplir une fonction longtemps confiée seulement à un homme, on devait s'adresser par : Madame le gouverneur général. C'était madame Jeanne Sauvée. J'ose dire : formulation boiteuse.

Qui l' suffise de rappeler que la reine mère d'un roi mineur était en France de droit : la régence; que les princesses ayant gouverné les Pays Bas, alors possession de l'Espagne, étaient la gouvernante. Même si l'une avait un mari appelé gouverneur pour lequel ce n'était qu'une égalité honoraire, n'impliquant aucune égalité d'exercice du pouvoir.

En France comme en Espagne avant 1789 et le code Napoléon, la femme gardait ses droits et il pouvait arriver qu'ils fussent supérieurs à ceux de son époux. Telle était l'égalité des sexes, telle est la tradition française même s'il est des lexicologues prétendant qu'on devrait dire : Madame le ministre, ce qui me fait «cringe».

Jean Houpert
Vieux professeur de français
(42 ans de pratique)
Montréal

Easier application procedure proposed

Why is it that some universities require that candidates applying for academic vacancies submit not only a CV but also three letters of reference? In these hard economic times most job advertisements attract hundreds of applicants. The criteria of three advance reference letters creates an enormous burden for everyone — applicants and referees, employers and support staff.

The solution to this problem is simple. Why not ask only those candidates who make the 'short list' to then supply the requisite letters from referees? Alternatively, employers could contact referees directly.

Although this method may increase labour and expense on the part of employers it is only a fraction of the labour and expense that would be saved on the part of applicants.

S.S. Osahan
Sessional Instructor
Political Science
University of Windsor

Comments? Questions?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, or on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

ACPPU
294, rue Albert, bureau 308
Ottawa K1P 6E6
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Why muzzle tenured profs and campus rags?

Pierre Berton

Something very ugly has been happening on the campuses of this country. Free expression is being stifled, political in-correctness is being censored; the freedom to voice unpopular views is being eroded.

The clues are on the front pages.

The most recent comes from Fredericton, N.B., my father's alma mater, where an assistant professor, Matin Yaqzan, is under the gun for writing a piece in the college paper that the establishment didn't like.

People got mad because Yaqzan suggested that any woman who enters a man's bedroom at night should consider it an invitation for sexual intercourse. Yet that's exactly what professional advisers have been saying for the past 40 years.

In spite of the fact that Yaqzan has tenure, the administration suspended him, thus reducing the whole meaning of "tenure" to the status of a joke.

Professors are given tenure to protect them from the very actions the university started to take.

If a university professor can't feel free to express opinions freely, then we're all in trouble. After all, why do universities exist, if not for the free and open exchange of ideas — any idea, no matter how repugnant it may be to others?

The university came to its senses.

After being pressured to suspend Yaqzan it bowed to more pressure to lift the suspension.

Now the students themselves want the professor to resign.

These are not the flaming radicals of the '60s; these students belong to the '90s and are among the most docile, politically correct bunch of wimps we've seen on campus since the great depression.

At the other end of the country, another spineless group of students killed off *The Ubyssey*, the legendary campus paper, whose independence from faculty or student interference made it unique.

The Ubyssey has always been a thorn in the side of both the student council and the administration and has fought many a battle to retain its independence. I know; I was there.

It also served, as others have said, as the best journalism school in Canada.

The most important thing we student journalists learned on *The Ubyssey* was that a state of critical tension has to exist between journalists and constituted authority.

But this year the administration of the university didn't like what the paper was printing. So the administration pressured the student council to kill the paper, and the wimps who run student government buckled under without a whimper and did just that.

Now they've got an ersatz *Ubyssey*

— same name, different politics — whose editor must continually look over his shoulder whenever he prints something he thinks the student government won't like.

What kind of lesson is this for budding young journalists who, in the old days, were allowed to make their own mistakes and learn from them?

Remember the case of Philippe Rushton at the University of Western Ontario?

Rushton, a psychology professor, had conducted some research, the results of which enraged a good many people.

He claimed it showed, among other things, that women had smaller brains than men, and that Asians outranked white and blacks, in that order, on scales of brain size, intelligence, lawfulness, and sexual restraint.

Quite properly, his research was attacked as flawed, but that is not really the point.

The then premier of Ontario, David Peterson, who hadn't read the research, immediately declared that Rushton should be fired.

On what grounds? That Rushton's research was "morally offensive to the way that Ontario thinks?" Wow! Ain't that a lulu? Make sure your research fits into Ontario's thinking boys, or it's Outsville for you.

To the university's great credit,

Rushton was not fired or even suspended.

But when he tried to give classes, the students themselves howled him down, as they are wont to do any time somebody appears on campus they don't like.

Poor Rushton was forced to lecture to the television cameras, safe from the howling mob.

These incidents border on the totalitarian. Either we live in a free country, where tenured professors and student newspapers can say what they like, or we move imperceptibly toward a kind of establishment mind control.

The totalitarian parallel may be slight, but it's there.

Consider the situation in Scarborough schools where students are offered \$1,500 to snitch anonymously on their classmates. Yes, it's efficient; it gets rid of the violent troublemakers. But at what cost?

Do we really want to raise a generation of snitches? Next thing you know kids will be paid to snitch on their parents when they think they're out of line.

And, as those of us with long memories will attest, it won't be the first time that's happened.

(*Toronto Star*, Saturday, December 4, 1993, reprinted with permission — The Toronto Star Syndicate.)



Alan Andrews

EDITORIAL / ÉDITORIAL

A 'promising' start for new minister of science, R&D

Dr. Jon Gerrard the new Secretary of State for Science, Research and Development, addressed the National Consortium of Scientific and Educational Societies on Dec. 9. Now MP for Portage-Interlake (Manitoba), Dr. Gerrard was previously Head of Pediatric Haematology/Oncology at the Winnipeg Children's Hospital and a professor in the Faculty of Medicine at the University of Manitoba.

Dr. Gerrard made it clear that the new government had not been surprised by the deficit it had inherited from the Conservatives. But the promises contained in *Creating Opportunity: The Liberal Plan for Canada* represented firm commitments by the Liberals, and he said, "the government's commitment runs deep."

Un début «prometteur» pour le nouveau secrétaire d'État aux Sciences, à la Recherche et au Développement

Le 9 décembre dernier, M. Jon Gerrard, nouveau secrétaire d'État aux Sciences, à la Recherche et au Développement, a prononcé une allocution devant les membres du Consortium National des sociétés scientifiques et pédagogiques. M. Gerrard, député de Portage-Interlake, au Manitoba, était auparavant responsable du service d'hématologie-oncologie du Children's Hospital de Winnipeg et professeur à la faculté de médecine de l'Université du Manitoba.

M. Gerrard a indiqué clairement que le nouveau gouvernement n'était pas surpris du déficit de taille «élevée» par le Parti Conservateur. Toutefois, il a précisé que les Libéraux s'engageaient fermement à respecter les promesses électorales contenues dans le document intitulé *Pour la création d'emploi — Pour la relance économique Le Plan d'action libéral pour le Canada*. Ils savent qu'à l'heure actuelle, le gouvernement ne dispose pas des ressources nécessaires pour réaliser certaines promesses, mais ils sont déterminés à les trouver.

C'est ce qui semble être le cas pour l'augmentation promise du financement de la recherche. M. Gerrard a réitéré la promesse

The Liberals had been aware that some of their promises required new money and he indicated that they were determined to find it.

This is apparently to be the case with respect to the promised increases in research funding. Dr. Gerrard repeated the specific promise to increase funding for research and development by \$100 million in 1994/95, \$200 million in 1995/96, \$300 million in 1996/97, and \$400 million in 1997/98.

Dr. Gerrard said the government intends to create "a culture of innovation in which science is front and centre." He said the government was committed to a Canadian technology network, as well as stable funding for the granting councils. He also indicated that when the government talked to the

provinces and municipalities about infrastructure funding, they wanted to include electronic highways. The minister spoke generally about major changes in education involving what he characterized as "information age structures." He foresaw major changes in the roles of teachers and methods of teaching. Some of this, he thought, was relevant to universities.

Finally, the minister noted that in future, many professions would need and benefit from higher learning. He cited, for instance, the usefulness of science backgrounds for bankers.

In answer to questions, the minister said that although (unlike his Conservative predecessor) he was not in the cabinet, he and the other secretaries of state were attending cabinet meetings

and "sitting at the table" on a rotating basis. He said he regarded it as a major part of his responsibility to make science more visible, exciting and relevant.

Dr. Gerrard acknowledged the difficulty of the financial situation, but said he considered it important to preserve what we have at present and build on that.

It would be easy to characterize Dr. Gerrard's presentation as long on rhetoric and short on substance. It is true that he did at times bear an uncanny resemblance to a drowning new minister clutching at his party's promises. What is most significant, however, was the evident willingness to consult with the relevant community. Then again it was one of the Liberals' promises to do just that.

électorale d'accroître le financement octroyé à la recherche et au développement à raison de 100 millions de dollars en 1994-1995, de 200 millions en 1995-1996, de 300 millions en 1996-1997 et de 400 millions en 1997-1998.

M. Gerrard a indiqué que le gouvernement avait l'intention de créer une culture fondée sur l'innovation, où la science aura une place de choix. Le gouvernement veut mettre en place un réseau canadien de technologie et assurer un financement stable aux conseils subventionnaires. Il a également indiqué que le gouvernement avait discuté avec les provinces et les municipalités des structures de financement ainsi que de la possibilité d'y inclure de nouveaux systèmes de communication électronique. Le Ministre a parlé de façon générale d'importants changements au niveau du système d'enseignement, notamment la mise en place de structures propres à l'ère de l'information. Il prévoit que le rôle des professeurs et des méthodes d'enseignement évolueront beaucoup, entre autres dans les universités.

Finalement, selon le Ministre, une formation plus poussée serait utile et nécessaire à de nombreuses professions, par exemple, une formation en sciences

pour les banquiers.

En réponse aux questions qui lui ont été posées, M. Gerrard a indiqué que, bien qu'il ne soit pas membre du Cabinet (contrairement à son prédécesseur conservateur), il assiste aux réunions, à l'instar des autres secrétaires d'État; chacun participe aux débats à tour de rôle. Par ailleurs, il est d'avis qu'une grande partie de ses responsabilités consiste à faire connaître la science et à la présenter comme un domaine intéressant et utile.

M. Gerrard reconnaît que la situation

financière est difficile, mais il considère qu'il est important de maintenir et d'améliorer notre niveau actuel.

Il serait facile de qualifier l'allocation de M. Gerrard de longue rhétorique superficielle, et il est vrai qu'à certains moments il ressemblait étrangement à un nouveau ministre s'accrochant désespérément aux promesses de son parti. Le plus important, toutefois, est l'évidente volonté de consulter les collectivités concernées, ce qui, une fois de plus, était une des promesses électorales des Libéraux.

CAUT Meeting Schedule

Meeting	Date	Location
Co-op Executive	Feb. 2	Ottawa
CAUT Executive	Feb. 2-3	Ottawa
Co-op Workshop	Feb. 3-4	Ottawa
Co-op Board	Feb. 4	Ottawa
CAUT Council	Feb. 5-6	Ottawa
The National Cansaritum of Scientific and Educational Societies	Feb. 10	Ottawa

Calendrier des réunions de l'ACPPU

Réunion	Date	Lieu
Comité de direction (Coopérative)	2 février	Ottawa
Comité de direction Atelier coopérative de négociation collective	2-3 février 3-4 février	Ottawa
Coopérative de négociation collective	4 février	Ottawa
Conseil	5-6 février	Ottawa
Cansaritum national des sociétés scientifiques et pédagogiques	10 février	Ottawa

We're moving!

The Canadian Association of University Teachers will soon be moving to new premises. Effective March 1, 1994 please direct all correspondence to our new address at:

2675 Queensview Drive
Ottawa, ON K2B 8K2

Nous déménageons!

L'Association canadienne des professeures et professeurs d'université déménagera bientôt dans de nouveaux locaux. À compter du 1 mars 1994 la nouvelle adresse sera:

2675 Queensview Drive
Ottawa, ON K2B 8K2

CAUT BULLETIN DE L'ACPPU

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COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

Federal candidates forced to face education issues in Manitoba

Faculty associations in Manitoba joined with student unions, support staff bargaining units and alumni associations to make candidates in the last federal election focus on the issues facing post-secondary education.

Target:Education, a non-partisan coalition, was formed in mid-summer at the initiative of the student union at the University of Manitoba and in conjunction with the faculty association.

The coalition was formed to

raise the issues of higher education in two swing ridings in Winnipeg, and quickly included the student, faculty associations and support staff at the University of Winnipeg, Brandon University and at Red River Community College.

With the calling of the Oct. 25 federal election, all the candidates in the selected ridings were questioned and assessed on areas of concern to higher education. While no candidate was endorsed by the coalition, all were graded and a report

card was issued and made public in the final weeks of the campaign.

In raising awareness of post-secondary education issues, for both the electorate and the candidates, the coalition used mass leafleting in the targeted ridings as well as lawn signs and door cards which read "I'm an Education Voter."

The response of the candidates and the electorate was gratifying. Candidates and their campaign workers, upon seeing the lawn and door signs,

knew they were going to be questioned by informed electors regarding education issues. Where the candidates and their workers were not well versed on the issues, they soon became so.

Several candidates who had no idea of the levels of federal support for education or the issues involved soon had their staff representatives (and occasionally themselves) in the coalition headquarters for briefings on the issues.

Oct. 25 saw the election of

two candidates who had become well-informed on education issues and had taken the Target:Education campaign seriously.

All the participating members agreed that the experience was worthwhile. The coalition remains in place and is expected to target several more ridings for a provincial vote, possibly in the spring of 1994.

(Report prepared by Richard Orlandini, University of Manitoba Faculty Association.)

MORE FOR LESS

A Collective Bargaining Cooperative Workshop

Westin Hotel, Ottawa
 Thursday February 3, 1994
 (1:00 to 5:00 p.m.)
 and Friday February 4, 1994
 (9:00 a.m. - 12:00 p.m.)

The Collective Bargaining Cooperative is pleased to present a workshop entitled "More for Less", which will explore issues of workload and salary structures in universities. Workshop facilitators will examine the issues from different perspectives — government, faculty associations, collective bargaining, equity.

THE WORKSHOP WILL INCLUDE SESSIONS ON:

- Salary structures and initiatives toward greater "flexibility"
- Effect of cutbacks on equity
- Workload provisions in faculty collective agreements
- Developing workload grievances and contract language

THE WORKSHOP WILL BE OF INTEREST TO FACULTY MEMBERS WHO:

- Are involved in negotiations
- Participate in grievance handling
- Are interested in exchanging information with other associations
- Wish to explore issues concerning salary structures and workload in the university workplace.

REGISTRATION: There is no registration fee for members of the CAUT Collective Bargaining Cooperative. A \$125 registration fee will be charged to non-members of the CAUT Collective Bargaining Cooperative.

For more information,
 contact
 Louise Desjardins at
 (613) 237-6885.

«PLUS AVEC MOINS»

— un atelier présenté par la Coopérative de négociation collective

Hôtel Westin, Ottawa
 Le jeudi 3 février 1994
 (de 13 h à 17 h)
 et le vendredi 4 février 1994
 (de 9 h à 12 h)

La Coopérative de négociation collective a le plaisir de présenter un atelier intitulé «Plus avec moins» qui permettra d'examiner les questions reliées à la charge de travail et à la structure des salaires dans les universités. Les animateurs traiteront des aspects en cause à partir de perspectives différentes — des gouvernements, des associations de professeurs, de la négociation collective, de l'équité.

L'ATELIER PORTERA SUR LES ASPECTS SUIVANTS:

- La structure des salaires et les initiatives en vue d'une plus grande «souplesse»
- Les conséquences des compressions budgétaires sur l'équité
- Les dispositions sur la charge de travail prévues dans les conventions collectives des professeurs
- La formulation de griefs reliés à la charge de travail et la rédaction du libellé des contrats

L'ATELIER S'ADRESSE AUX PROFESSEURS QUI:

- participent à des négociations
- participent au règlement de griefs
- sont intéressés à partager de l'information avec d'autres associations
- désirent en connaître plus sur la structure des salaires et la charge de travail dans le milieu universitaire.

INSCRIPTION: Il n'y a pas de frais d'inscription pour les membres de la Coopérative de négociation collective. Les frais d'inscription sont de 125 \$ pour toute autre personne.

Pour plus d'information, prière de communiquer avec Louise Desjardins au (613) 237-6885.

SALARIES OF ASSISTANT PROFESSORS 1991 - 1993

TRAITEMENTS DES PROFESSEURS ADJOINTS ET PROFESSEURES ADJOINTES

INSTITUTION	NUMBER NOMBRE	1992		1991	
		MEAN \$ MOYENNE	MEDEIAN \$ MÉDIANE	10TH PERCENTILES 10e CENTILE	90TH PERCENTILES 90e CENTILE
Memorial	189	42494	42800	36450	48950
UPEI	48	51792	51800	40550	64075
Acadia	42	45834	46250	39000	50425
Ste-Anne	9	38174	37275		
Dalhousie	87	48104	46300	41850	54200
Mt. St. Vincent	60	47899	48850	41475	52400
NSCAD	9	40138	41400		
St. Francis Xavier	48	42421	42525	38350	48350
Saint Mary's	51	46048	45050	41050	55675
Cape Breton	24	37948	36850	33600	42800
Mount Allison	12	43907	44175		
UNB	96	48496	47550	43350	55100
Moncton	63	44945	45450	38700	50825
Guelph	144	61302	60950	50600	73100
Lakehead	66	54152	53000	46800	61750
Laurentian	105	55222	54350	46550	66050
McMaster	114	55656	53900	43450	69550
Ottawa	210	55644	54650	46050	63250
Queen's	162	55001	53725	41275	68975
Toronto	255	56949	57450	41875	71250
OISE	15	61929	61150	59100	72800
Trent	42	52678	52200	45950	57700
Waterloo	171	56666	56575	43775	68700
Western	192	54868	53325	42900	71650
Windsor	96	56043	55000	44050	70875
Wilfrid Laurier	72	55800	52975	42200	74300
Brandon	45	47360	46850	40275	54300
Winnipeg	42	44600	43200	37700	52800
Regina	72	50477	51000	44250	56550
Alberta	201	52358	50350	44300	66125
Calgary	198	48746	48000	42000	57000
Lethbridge	90	46341	45650	37600	55600
UBC	366	57422	56600	48450	67950
Royal Roads	9	49885	50975		
Simon Fraser	123	54152	53875	44400	65000
Victoria	159	50295	48650	43500	59525
Total	3777	52679	51701	41600	50184*

SOURCE:

Statistics Canada. Postsecondary Education Section. Unpublished data. Non-medical/dental staff only. All subjects combined. Without senior administrative duties. 1992-93 and 1991-92.

Statistique Canada. Section d'éducation postsecondaire. Données non publiées. Excluant le personnel médical/dentaire. Toutes les matières. Personnel sans fonctions de haute direction. 1992-93 et 1991-92.

NOTES:

All frequencies are randomly rounded to multiples of three. Where no data have been provided, either there are no individuals in the category or, for reasons of confidentiality, there are too few individuals to permit disclosure of salary information. Salary data for 1992-93 are not yet available for a number of institutions.

Les chiffres de fréquences ont été arrondis au hasard en multiples de 3. L'absence de données signifie qu'il n'y a pas de cas dans la catégorie ou bien que le nombre de personnes en cause est trop restreint pour permettre de divulguer les données sur leur traitement, par mesure de confidentialité. Les données salariales de 1992-1993 ne sont pas encore disponibles pour un certain nombre d'universités.

* = A slightly different group of universities is included in the total mean calculation for 1991-1992.

* = Un groupe légèrement différent d'universités est compris dans le calcul moyen total de 1991-1992.

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Linda Winkler

For the past decade there has been increasing interest among academic librarians in equity issues and with it an awareness that working conditions, status and salaries have a gender component.

Recent literature suggests that among female-intensive professions such as librarianship and social work there is a pervasive gender-bias that may undermine the professional and academic aspirations of women.

Though not all librarians subscribe to this so-called "feminization hypothesis" believing that gender does not necessarily equal destiny, the theory does provide useful insights into the marginalized role of librarians in the academy.

Women librarians have long noted the pre-eminence of their male colleagues in the bureaucratic hierarchies characteristic of most libraries. Some realize that hierarchical control is essentially a male concept that serves the dual purpose of allowing male librarians relatively easy access to top

administrative positions while ghettoizing women in lesser ranks.

Indeed, senior appointment committees, usually male dominated, often appear eager to elevate outsiders, also male, to managerial roles, while disregarding equally qualified female internal candidates of long and distinguished service.

The assumption that administrative positions are best filled by external "expert" male candidates, whose credentials may not even emphasize librarianship, is deplorable.

Similarly, the relatively low status and salaries of academic librarians compared to faculty has as much to do with gender considerations as credentials or research.

Studies show that librarians continue to be regarded stereotypically and pejoratively as the hand-maids of faculty, overly service-oriented, less rigorous than other professionals and lacking in a foundation of theoretical knowledge.

In part it may be argued that

this viewpoint represents a degree of faculty inattention. The fact that librarians increasingly teach, carry out research and seek professional autonomy within captive authoritative bureaucracies is unrecognized.

In these respects, academic librarianship is continuing in an evolutionary process toward the faculty model while maintaining a foundation in its service base.

Though some may interpret this trend as spurious, many librarians believe that achieving academic status offers them the

broadest and most varied opportunities in our universities while enabling librarians to maintain a lively professional commitment.

The feminine hypothesis has much to commend it in offering librarians a perspective that can illuminate women's collective experience as professionals in academe, but it fails to acknowledge that changing the face of a profession is an on-going and sometimes painful process.

Achieving status as women and professionals with academic objectives is a relatively new con-

cept which may not be achievable in one generation.

Many mature librarians realize how much academic librarianship has already changed in the past thirty years, moving away from its feminized semi-clerical foundation, and toward one which successfully combines many elements of both the male and female professional and academic experience.

(Linda Winkler is the chairperson of the CAUT Librarians Committee.)

LIBRARIANS / BIBLIOTHÉCAIRES

Gender bias undermines status of academic librarians

Males have easy access to top administrative positions while women are 'ghettoized' in the profession

Brace for impact of new information policies

Bill Zwerman and Bob Moore

Information policy has become a focus of renewed attention in recent years. Much of the current concern is created by the expansion of new information technologies coupled with an inability to maintain reliance on older technologies, either for financial or technical reasons.

Two national conferences, one in December 1992 and one in December 1993, have focused upon the need for a serious reevaluation and revision of information policies in Canada.

The questions confronting us have no simple answers and no answers at all that will service the normal pace of government decisional schedules. Technology is changing quickly and new response mechanisms are required.

Copyright

Producer vs. user and privacy vs. access

Much has been written about our copyright legislation and lack thereof of supplementary responses. We have maintained a constant concern for privacy and access to information in the past. What we are confronting now are technological changes of an extraordinary nature without an adequate response from universities, faculties, libraries and other academic or administrative units.

Our problems go far beyond those involving general values and issues to concrete concerns regarding the operation of universities. They influence such matters as governance. They affect terms and conditions of employment for association members.

University personnel

Two specific concerns come to mind. First, the new technologies are rapidly leading to a change in skill requirements for university employment at differing rates in different sectors of the university. The immediate results of this will be demands for retraining which may be associated with serious concerns for invoking the concept of personnel redundancy.

Second, as new forms of technologies link previously independent institutions, then the terms and conditions of academic staff contracts will change in recognition of overlapping jurisdictions and institutional responsibilities.

The first group to be directly affected in a serious way by these changes are academic librarians. Old skills are becoming obsolete and new skills associated with the new technologies are becoming basic requirements of new libraries. The magnitude of changes already affecting librarians will soon extend into the core faculty.

These changes may or may not be linked to emerging management philosophies such as total quality and knowledge systems. Traditional cataloguing and bibliographic or technical services are among the initial victims of the information highway's effect.

Reoriented public services and the integration of government documents into the mainstream of collection development are all other byproducts of these trends and the current technological movement.

It is important that we take these changes seriously and alert our associations and administrations to focus upon the impact of the new technologies, on the operations of the universities, and on the health and productivity of employees.

Negotiations must take these concerns into account. Members' futures are at stake. The career paths of educators and information professionals have been and continue to be shaped by Canada's technological advances including projects like CANARIE.

(Bill Zwerman is a faculty member in the Sociology Department at the University of Calgary; Bob Moore is a research officer at CAUT.)

Des préjugés sexistes qui minent le statut des bibliothécaires

Les femmes n'accèdent pas aux postes administratifs

Depuis les dix dernières années, les bibliothécaires d'université s'intéressent de plus en plus aux questions d'équité et sont conscients que les conditions de travail, le statut et les traitements comportent un élément sexiste.

D'après des études récentes, on constate que les professions à majorité féminine, entre autres la bibliothéconomie et le travail social, sont envahies par un parti pris contre l'autre sexe qui peuvent miner les aspirations professionnelles et universitaires des femmes.

Bien que ce ne soient pas tous les bibliothécaires qui soucient à cette soi-disant hypothèse de la féminisation, selon laquelle sexe et destinée ne vont pas nécessairement de pair, la théorie nous éclaire toutefois utilement sur le rôle marginal des bibliothécaires d'université.

Depuis longtemps, les femmes bibliothécaires constatent que leurs collègues masculins occupent les postes en vue de la hiérarchie administrative la plupart des bibliothèques. Certaines sont conscientes que ce contrôle hiérarchique est essentiellement un concept masculin ayant pour double conséquence de permettre aux hommes d'accéder assez facilement à des postes supérieurs tout en confinant les femmes aux rangs inférieurs.

De fait, les comités de nomination de cadres supérieurs, habituellement dominés par des hommes, semblent empressés d'offrir une promotion à des collègues de l'extérieur de la bibliothèque, également des

hommes, et ignorent des candidates qualifiées et remarquables possédant une longue expérience au sein de la bibliothèque.

Il est déplorable que l'on présume que des candidats «spécialistes», dont les diplômes et attestations ne mettent peut-être même pas en valeur la profession de bibliothécaire, soient les mieux aptes à occuper des postes administratifs.

De même, le statut et les traitements relativement inférieurs des bibliothécaires par rapport aux professeurs sont autant tributaires de considérations sexistes que de questions reliées aux diplômes ou à la recherche.

Des études révèlent que les bibliothécaires sont encore victimes de stéréotypes et de préjugés. On les considère comme les servantes des professeurs, surtout centrées sur les services, moins rigoureuses que d'autres professionnels et manquant d'un fond de connaissances théoriques.

On peut avancer que ce point de vue marque un certain degré d'inattention de la part des professeurs. On ne reconnaît pas le fait que, de plus en plus, les bibliothécaires enseignent, effectuent des recherches et tentent d'obtenir une autonomie professionnelle au sein d'une bureaucratie autoritaire et contrainte.

Sur ce point, les bibliothécaires d'université continuent d'évoluer dans le sens du modèle des professeurs tout en maintenant

une base pour les services qu'ils ou elles offrent.

Bien que certains puissent interpréter cette tendance comme trompeuse, nombre de bibliothécaires estiment que l'atteinte d'un statut universitaire leur offre les débouchés les plus larges et les plus diversifiés dans nos universités tout en leur permettant de maintenir un engagement professionnel stimulant.

L'hypothèse féministe a beaucoup à offrir en proposant aux bibliothécaires une perspective qui peut éclairer l'expérience collective des femmes en tant que professionnelles à l'université. Elle ne reconnaît pas toutefois que modifier une profession est un processus continu et parfois douloureux.

En effet, l'atteinte d'un statut en tant que femmes et professionnelles avec des objectifs universitaires est un concept relativement nouveau qui ne se réalisera pas en l'espace d'une génération.

De nombreux bibliothécaires chevronnés se rendent compte à quel point leur profession a évolué au cours des trente dernières années. Elle est passée d'une occupation dominée par des femmes et semi-professionnelle à une profession qui regroupe avec succès de nombreux éléments venant tant de l'expérience professionnelle et universitaire des hommes que celle des femmes.

(Linda Winkler est présidente du Comité des bibliothécaires)

Electronic plagiarism: A cautionary tale

Elizabeth Watson
Government documents/
administrative studies library

I recently underwent an electronic epiphany while working on a public workstation in the library. A student next to me was searching a database which indexed articles and included an extensive abstract in the record. He downloaded the information onto a disk, plugged in his portable PC, and called up an essay he was in the midst of writing. He then copied the complete abstract into the text of his essay. I remarked upon how well he was adapting to this technology. I also asked how he was planning to cite the abstract. He admitted that it hadn't occurred to him to reference the fact that he had not writ-

ten this paragraph of his essay. We had a brief discussion on the ethics of incorporating someone else's work into an essay without citing it, but I was unable to persuade him that this was plagiarism.

The nature of digital technologies permits the rapid and accurate copying of information. One cannot dispute the benefits of these technologies, but I wonder how many of us are aware of the misuse and abuse of it. Copyright issues are important, but in this brief article, I would like to alert everyone to the potential for plagiarism.

When one considers all of the possibilities such as electronic journals, electronic bulletin boards, full text files available via

the Internet and online from commercial vendors, databases available in libraries on CD ROM or through CiteLine, it becomes clear that this is an issue of immediate concern. In any handouts and in all discussions about plagiarism, we need to help the user understand that electronic materials, as well as print materials, must be referenced. In addition, it is important to stress that referencing electronic sources is a way of sharing information so that others may have access to these still relatively unknown resources.

(Reprinted from *Core*, The Newsletter of the Centre for the Support of Teaching (CST), York University, Vol. 4, No. 2, November 1993.)

1993 Bulletin readership survey results

In early 1993, the CAUT Executive Committee, which serves as the editorial board for the CAUT *Bulletin*, decided to conduct a survey among readers of the *Bulletin* in order to obtain input that could help the association to provide its members with an improved publication.

As a first step, a draft questionnaire was prepared and cir-

culated at the May 1993 Council meeting. After an analysis of the comments on the 70 returned questionnaires, the survey was altered and the final version was then distributed to CAUT members as an insert in the June issue of the *Bulletin*.

In total, 31,000 questionnaires were distributed in June. By August 31, 1,080 had been

returned — a response rate of 3.5 per cent. Without examining the low response rate in any detail, we analyzed the information gathered, bearing in mind that the *Bulletin* is a major expense in the CAUT budget and is also the official means of communication with the individual members of the association.

Reading habits

Nearly 40 per cent of respondents said they regularly read all of the *Bulletin* content, whereas 55 per cent said they read some of the regular or special features. In addition, nearly 70 per cent of respondents were long-term readers having read the *Bulletin* for over six years.

Evaluation of articles and features

The classified advertising, salary and pension data, editorials, letters and the income tax guide are regularly read by half of the readers. On the other hand, CAUT committee news, Council reports, conference reports, the collective bargaining and economic benefits page and tribune libre/commentary were not popular among our readers; 80 per cent of respondents did not read them regularly. A number of comments criticized the *Bulletin* as supporting a position based on *political correctness*.

UNESCO moves

continued from page 1

ble only because it was a joint recommendation between UNESCO and ILO.

The two organizations have different areas of competence. Matters relating to employer/employee relations fall within the ILO mandate. Only with their concurrence is it possible to produce a joint declaration similar to the one for teachers.

In my meeting at the ILO the officer in charge said the ILO was not interested in pursuing a joint instrument on this subject. There were several reasons which included financial, logistical, the fact that academic staff are not generally members of employee organizations participating in the ILO through a national labour organization (CAUT not being a member of the CLC was specifically cited) and that, even worldwide, academics constitute only a small élite group.

During November the document started to take shape. I attended an eight-day ILO Conference on Teachers where WCOTP accredited me as part of their delegation and I was introduced to Rita Lakin of UNESCO. Madame Lakin offered to arrange a consultancy at UNESCO in the Education Division.

We agreed to formalize the consultancy during early December when I would return to Paris for an OECD meeting on higher education. Several days were spent at UNESCO meeting with individuals concerned with education and higher education and exchanging copies of documents relevant to the project.

By mid-January the first draft was completed and forwarded to the ICUTO sub-committee members for comment. Once the draft had been sent I moved from WCOTP near Geneva to Paris to take up my consultancy

Résultats du sondage sur les habitudes de lecture du Bulletin

Au début de 1993, le Comité de direction de l'ACPPU, qui agit à titre de comité de rédaction du *Bulletin* de l'ACPPU, a décidé de mener un sondage auprès des lecteurs du *Bulletin* afin de recueillir des commentaires susceptibles d'aider l'association à présenter à ses membres une publication améliorée.

La première étape a consisté à rédiger un projet de questionnaire et à le distribuer à l'assemblée de mai 1993 du Conseil. À la suite d'une analyse des résultats des 70 questionnaires retournés, l'instrument a été modifié. La version finale du questionnaire a ensuite été expédiée aux membres de l'ACPPU sous forme d'encastré dans le *Bulletin* du mois de juin dernier.

Au total, 31,000 questionnaires ont été distribués en juin. Au 31 août, nous avions reçu 1 080 questionnaires, soit un taux de réponse de 3.5 p. 100. Sans vraiment chercher à s'interroger sur la validité d'un faible taux de retour, nous avons procédé à l'analyse des informations recueillies tout en songeant au fait que le *Bulletin* représente une dépense majeure dans le budget de notre association et qu'il est aussi l'organe officiel de communication avec ses membres.

Habitudes de lecture

Près de 40 p. 100 des répondants affirment lire régulièrement tout le contenu du *Bulletin* tandis que 55 p. 100 affirment lire régulièrement certaines chroniques ou articles de fond. De plus, près de 70 p. 100 sont des lecteurs de longue date puisqu'ils lisent le *Bulletin* depuis plus de six ans.

Évaluation des chroniques régulières et des articles de fond

La moitié des lecteurs prend régulièrement connaissance des annonces classées, des articles sur les traitements et les pensions, des éditoriaux, le courrier des lecteurs et le guide de l'impôt sur le revenu. Par ailleurs, les comptes rendus des activités des comités de l'ACPPU, des assemblées du Conseil et des conférences, la chronique sur les négociations collectives et les avantages économiques ainsi que la tribune libre sont ignorées régulièrement par 80 p. 100 des répondants. Nous avons reçu de nombreux commentaires qui critiquent la position du *Bulletin* qui semble se fonder sur la rectitude politique.

Évaluation du contenu et du format

Plus de 70 p. 100 des répondants jugent que le format actuel est «bon» ou «excellent». Bien que de nombreux lecteurs

suggèrent des améliorations possibles, il est intéressant de noter que peu de ces personnes font partie de la catégorie des lecteurs de longue date.

Les résultats du sondage révèlent deux tendances. Les tenants de la première nous encouragent à garder le même contenu tout en améliorant la présentation physique à l'aide de plus de statistiques, de graphiques, de tableaux, de photos et de caricatures. Ces lecteurs suggèrent également de modifier le format actuel, à publier mensuellement et à préparer un index annuel.

La seconde tendance révèle une forte opposition au changement de la qualité du papier, des caractères d'imprimerie et de la fréquence de publication.

Niveau d'intérêt

Dans l'ensemble, tout le contenu est jugé important. Les professeurs qui lisent le *Bulletin* depuis moins de deux ans indiquent qu'ils aimerait recevoir des conseils sur les stratégies d'enseignement.

Les lecteurs sont très intéressés par les annonces d'offres d'emploi et plusieurs ont suggéré qu'elles soient rendues disponibles aux étudiants diplômés. Cet intérêt pour les annonces classées, plus prononcé pour les nouveaux lecteurs, jumelé avec l'intérêt apparent des lecteurs face aux politiques gouvernementales en matière d'éducation postsecondaire, laisse supposer qu'il existe une certaine mobilité et une sensibilisation aux conditions de travail du milieu universitaire canadien.

Près de 40 p. 100 des répondants au sondage indiquent qu'ils préféreraient recevoir une version unilingue anglophone du *Bulletin*. Les autres, pour la plupart, préféreraient une publication partiellement ou complètement bilingue.

En outre, 38 p. 100 des répondants sont actifs au sein de leur association locale et le plus grand nombre de répondants proviennent de l'Ontario.

Malgré le taux relativement faible de réponses, l'exercice nous a permis de faire une évaluation superficielle des chroniques, du contenu et de la présentation actuelle du *Bulletin*. Le sondage a également donné l'occasion aux lecteurs de formuler de nombreux commentaires, observations et critiques au sujet de l'ACPPU et du *Bulletin*.

Nous aimerais remercier toutes les personnes qui ont pris le temps de répondre au questionnaire. Nous en sommes de plus reconnaissants.

Evaluation of content and format
More than 70 per cent of respondents thought the present format is either "good" or "excellent." Although numerous readers suggested possible improvements in format, it was interesting to note that few came from those in the long-term reader category.

The survey results underline two trends among the readership. One group advocated keeping the same content while improving the format with the use of more statistics, charts, graphs, photos and cartoons; shorter news items and succinct analyses. These readers also suggested altering the present size, publishing monthly and preparing an annual index.

The second group of readers opposed any changes in paper, typefaces and publishing schedule.

Level of interest

On the whole, all content was considered important to the readership. Those who have been reading the *Bulletin* for less than two years indicated they would appreciate tips on teaching strategies.

Readers expressed strong interest in the job vacancy advertisements and several suggested they be made accessible to graduate students. This interest in

the classifieds, which was more pronounced for newer readers, coupled with the readers' apparent interest in government policies in post-secondary education, suggests there is some mobility and an awareness of labour conditions in the Canadian academic community.

Nearly 40 per cent of the group of readers who responded to this survey indicated they would prefer an English-only version of the *Bulletin*. Most of the remaining 60 per cent of respondents preferred either a completely or partially bilingual publication.

Thirty-eight per cent of respondents indicated they were active in their local faculty association, and the largest proportion of respondents was from Ontario.

In spite of the relatively low response rate, this exercise has permitted us to make a cursory evaluation of the features, content and current format of the *Bulletin*. Conducting this survey has also provided an opportunity for readers to pass on numerous comments, observations and criticisms about both CAUT and the *Bulletin*.

We would like to thank all those who took the time to complete the questionnaire. Your input was most appreciated.

lobby its delegation to the UNESCO 27th General Conference to ensure passage of the study prepared by Professor Salame which concluded that a normative instrument was feasible and that it should be a recommendation.

Dr. Savage and I met with Mariette Hogue at the Canadian Commission on UNESCO. NGOs were lobbied with the National Education Association (U.S.A.) taking the matter up with Education International. Other ICUTO members worked tirelessly with their delegations.

A truly collaborative effort was mounted and the General Conference agreed to move forward to regulate higher education personnel through a recommendation. UNESCO faxed me the good news and CAUT relayed it to ICUTO. Through the offices of FQPPU President M. Roch Denis our colleagues in Québec translated the document into French.

The next step will be the organization of a small group of governmental experts to meet, presumably in 1994, under the auspices of UNESCO to further examine the draft recommendation.

Hopefully, the 28th General Conference in 1995 will approve a Recommendation on the Status of Higher Education Personnel for adoption by members states. If it does so, it will be in no small measure thanks to the work of CAUT and ICUTO.

(Pat Finn, LL.M. is the Business Agent of the Carleton University Academic Staff Association and is a graduate of Carleton University and The London School of Economics.)

A copy of *Text of the Recommendation concerning Higher Education Personnel* can be obtained by contacting Joanne Smith at CAUT or your local faculty association.



FROM THE HILL / DE LA COLLINE PARLEMENTAIRE

Prime Minister Chrétien names MPs to back-up team

Four new parliamentary secretaries will have a voice in academic concerns

Tim Stutt

Jean Chrétien has appointed his back-up team, naming 23 new and re-elected Liberal MPs as parliamentary secretaries to assist cabinet ministers. Among the up-and-coming parliamentarians named on Dec. 6 are four appointments of special interest to the academic community.

Toronto-area MP Maurizio Bevilacqua was named to assist Human Resources Minister Lloyd Axworthy. Among the issues that Bevilacqua may deal with are the federal government's education support activities which include post-secondary education payments to the provinces and territories and the Canada Student Loans Program.

First elected to the Commons for the riding of York North in 1988, Bevilacqua has served as the Official Opposition spokesperson on several issues, including youth and employment. Before entering politics he was president of the Italian-Canadian Students' Association in 1980/81 and was a member of the Council of York University's Student Federation in 1982/83.

Another Toronto-area MP, Dennis Mills, was appointed to assist Industry Minister John Manley with, among other issues, overall responsibility for federal science policy. Mills was an entrepreneur before his election to the Commons as the MP for Broadview-Greenwood in 1988.

A faculty member and MP for Winnipeg North Centre, David Walker, was named parliamentary secretary to Finance Minister Paul Martin. Among the many financial questions affecting the academic community that Walker will deal with is

the issue of federal tax credit and cash transfers to the provinces for post-secondary education under Established Programs Financing.

Before being elected to the Commons in 1988, Dr. Walker worked for 14 years as a professor at the University of Winnipeg. He was a board member for the Social Sciences and Humanities Research Council from 1978 to 1983 and was research director for the Angus Reid polling firm in 1985/86.

The final parliamentary secretary appointment that is noteworthy for the academic community involves Manitoba MP Ron Duhamel. Official Opposition critic for post-secondary education before the Oct. 25 federal election, Duhamel was named to assist Public Works Minister David Dingwall.

Parliamentary secretaries earn an additional \$10,500 (on top of the regular MP's salary of \$64,400 and tax-free expense allowance of \$21,300) for assisting ministers with both their parliamentary and departmental responsibilities.

They are expected to exercise a greater degree of influence in government than in the past because Prime Minister Chrétien considers the secretary's position as having been an important first step in his own political career.

Members named to Medical Research Council

Four new members have been appointed to the Medical Research Council of Canada. Two others have been

reappointed and one new associate member has been named.

The new members are Drs. David Goltzman, Ian Hart, Kevin Keough and Bernard Leduc. Drs. Judith Kazimirska of Windsor, Nova Scotia, and Samir Chebier of St.-Laurent, Québec, have been reappointed to second three-year terms. Ms. Michèle Jean, deputy minister of Health Canada, replaces Jean-Jacques Noreau as an associate member.

Dr. Goltzman is physician-in-chief and director of the calcium research laboratory at Montréal's Royal Victoria Hospital and a professor of medicine and physiology at McGill University. He joined McGill as an assistant professor in 1975. Dr. Goltzman's major research interest is hormone regulation of calcium and skeletal homeostasis and the influence of tumours on the skeleton and on calcium metabolism.

Dr. Ian Hart is a professor of medicine at the University of Ottawa and the Ottawa Civic Hospital. He is a practicing endocrinologist with a special interest in thyroid disorders and has been a full-time faculty member at the University of Ottawa for 24 years.

Since 1969 Dr. Hart has served terms as head of research at the Ottawa Civic Hospital and from 1979 until 1987 was chief of the department of medicine. For part of that time he was also deputy chair of the university department of medicine. In 1988 Dr. Hart founded the Canadian Association for Medical Education, an organization which now has 600 members

across Canada.

Dr. Kevin Keough is vice-president of research at Memorial University of Newfoundland, where he is also professor of biochemistry, with cross-appointment in pediatrics. He has taught at Memorial since 1972 and served as head of its biochemistry department from 1986 to 1992.

Dr. Keough has been an MRC grantee for two decades. His research interests are primarily in the study of physical form and function in pulmonary surfactant and biological membranes. He is a past-president of the Canadian Society for Biochemistry and Molecular Biology and of the Canadian Federation of Biological Societies.

Dr. Bernard Leduc is regional director of the Wyeth-Ayerst Research, Clinical Research & Development Centre in Montréal. He is also an associate professor of pharmacology at the Université de Sherbrooke as well as the chief science officer and member of the executive board of Wyeth-Ayerst Canada Inc.

Dr. Leduc practiced obstetrics and gynaecology for 20 years and until 1989 was a full-time professor of obstetrics and gynaecology at the Université de Montréal. He is a past president of l'Association des médecins de langue française du Canada and a life member of its general council. In 1991 Dr. Leduc sat on the executive board of the Science Council of Canada. He is currently president of the board of directors of the Roger Gaudry Foundation.

(Tim Stutt is a Government Relations Officer at CAUT.)

Le premier ministre Chrétien nomme des secrétaires parlementaires

Quatre nouveaux secrétaires parlementaires pour les dossiers universitaires

Le 6 décembre, Jean Chrétien a nommé son équipe de secrétaires parlementaires, soit 23 députés libéraux, de nouvelles recrues et d'autres réélus, qui seconderont les ministres du Cabinet. Parmi ces nominations, quatre intéressent particulièrement le milieu universitaire.

Maurizio Bevilacqua, député de la région de Toronto, secondera le ministre du perfectionnement des ressources humaines, Lloyd Axworthy. M. Bevilacqua s'occupera entre autres des activités du gouvernement fédéral en matière de soutien à l'éducation, ce qui comprend les paiements de transfert aux provinces et aux territoires au titre de l'enseignement postsecondaire et le Programme canadien de prêts aux étudiants.

Élu pour la première fois en 1988 à la Chambre des communes pour représenter le comté de York Nord, M. Bevilacqua a été critique de l'opposition officielle pour plusieurs dossiers, notamment la jeunesse et l'emploi. Il était président de l'association des étudiants italo-canadiens en 1980-1981 et membre du conseil de la Fédération des étudiants de l'Université York en 1982-1983.

Dennis Mills, également député de la région de Toronto, a été nommé pour aider le ministre de l'Industrie, John Manley. Il s'occupera globalement, entre autres, de la politique du fédéral en matière de science. Mills était

entrepreneur avant son élection en 1988 à la Chambre des communes à titre de député de Broadview-Greenwood.

David Walker, professeur et député de Winnipeg Nord-Centre, a été nommé secrétaire parlementaire de Paul Martin, ministre des Finances. Il s'occupera des nombreuses questions financières touchant le milieu universitaire, dont la question des crédits fiscaux du fédéral et les paiements de transfert en espèces aux provinces au titre de l'enseignement postsecondaire en vertu du Financement des programmes établis.

Avant son élection à la Chambre des communes en 1988, M. Walker avait enseigné pendant 14 ans à l'Université de Winnipeg. De 1978 à 1983, il a été membre du conseil d'administration du Conseil de recherches en sciences humaines et a été directeur de recherche de la maison de sondage Angus Reid en 1985-1986.

Le quatrième secrétaire parlementaire est bien connu du milieu universitaire. Il s'agit du député du Manitoba Ron Duhamel. Avant les élections fédérales du 25 octobre, il était porte-parole de l'opposition officielle pour l'enseignement postsecondaire. M. Duhamel prêtera main forte à David Dingwall, ministre des Travaux publics.

En plus de leur traitement habituel de député, qui s'élève à 64 400 \$, et de l'allocation de 21 300 \$ nette d'impôt pour leurs dépenses, les secrétaires

parlementaires auront droit à 10 500 \$ de plus pour aider le ministre auquel ils sont affectés dans ses tâches parlementaires et ministérielles.

On s'attend à ce qu'ils exercent une plus grande influence au gouvernement que par le passé. En effet, le premier ministre Chrétien estime que le poste de secrétaire parlementaire a constitué une première étape importante dans sa propre carrière politique.

Nominations au Conseil du CRM

On a nommé quatre nouveaux membres au conseil d'administration du Conseil de recherches en sciences médicales du Canada, renouvelé le mandat de deux autres et nommé un nouveau membre associé.

Les nouveaux membres sont les docteurs David Goltzman, Ian Hart, Kevin Keough et Bernard Leduc. Les docteurs Judith Kazimirska, de Windsor (N.-E.) et Samir Chebier, de St-Laurent (Québec) se sont vu confirmer un deuxième mandat de trois ans. Mme Michèle Jean, sous-ministre de la Santé, remplace M. Jean-Jacques Noreau à titre de membre associé.

Le Dr Goltzman est médecin-chef et directeur du laboratoire de recherche sur le calcium de l'Hôpital Royal Victoria de Montréal. Il est également professeur de médecine et de physiologie à l'Université McGill. En 1975, il a obtenu un poste de professeur adjoint à l'Université McGill. Le Dr Goltzman s'intéresse tout particulièrement à la régulation hormonale du calcium, à l'homéostasie du squelette et aux répercussions des tumeurs sur le squelette ainsi que sur le métabolisme du calcium.

Le Dr Hart est professeur de médecine à l'Université d'Ottawa et à l'Hôpital Civic d'Ottawa. Il a un cabinet de consultation en endocrinologie et s'intéresse tout particulièrement aux troubles thyroïdiens. Il est membre à plein temps du corps professoral de l'Université d'Ottawa depuis 24 ans.

Depuis 1969, le Dr Hart a rempli plusieurs mandats comme chef de la recherche à l'Hôpital Civic d'Ottawa et il a

occupé, entre 1979 et 1987, le poste de chef du département de médecine de l'université. Pendant une partie de cette période, il a également occupé les fonctions de vice-doyen du département de médecine. En 1988, il a fondé l'Association canadienne pour l'éducation médicale, organisme qui compte aujourd'hui 600 membres de tout le Canada.

Le Dr Kevin Keough est vice-président (recherche) de l'Université Memorial de Terre-Neuve, où il est professeur de biochimie, en plus d'enseigner au département de pédiatrie. Il enseigne à l'université depuis 1972 et a été chef du département de biochimie de 1982 à 1992.

Le Dr Keough détient des subventions du CRM depuis deux décennies. Il s'intéresse principalement à l'étude de la forme physique et de la fonction du surfactant pulmonaire et des membranes biologiques. Il a été président de la Société canadienne de biochimie et de biologie moléculaire et de la Fédération canadienne des sociétés de biologie.

Le Dr Leduc est directeur régional de Wyeth-Ayerst Recherche, Centre de recherche et de développement cliniques, à Montréal. Il est professeur adjoint de pharmacologie à la faculté de médecine de l'Université de Sherbrooke. En outre, il occupe le poste d'agent scientifique en chef et il est membre du conseil d'administration de Wyeth-Ayerst Canada Inc.

Le Dr Leduc a exercé l'obstétrique et la gynécologie pendant 20 ans et, jusqu'en 1989, il était professeur à plein temps d'obstétrique et de gynécologie à l'Université de Montréal. Il a été président de l'Association des médecins de langue française du Canada et il est membre à vie du Conseil général de cet organisme. En 1991, le Dr Leduc a siégé au conseil d'administration du Conseil des sciences du Canada. Il est actuellement président du conseil d'administration de la Fondation Roger Gaudry.

(Tim Stutt est agent des relations avec les gouvernements à l'ACPPU.)

Some good news for Visa students

Canada Employment and Immigration regulations state that international students need not pay the \$100 fee charged for work authorizations if the work being performed is part of their course requirements.

Until very recently this regulation was interpreted to exclude research assistantships (among other positions) as the work was being performed without any academic credit being given for it: 'only' wages.

An appeal by the International Student Centre at the University of Toronto has changed this. As of early December, applications for work authorizations that cover RA positions will be exempted from the \$100 fee.



Dayna Daniels

The Status of Women Committee has undertaken a number of projects over the past few years that focus on the inclusive university, a university in which there is a welcoming and hospitable environment for work and study.

It is a university in which educational and employment equity function to increase diversity in the curriculum, the student body and the faculty; where differences are accepted and welcomed, not just tolerated; and where academic freedom is recognized as a foundation of intellectual inquiry that applies across all levels of the academy.

Efforts to realize the inclusive university have taken many forms and have met with

varying levels of success. "Chilly climate" reports, dealing with the environment for women in the university have been met with varying degrees of hostility at a number of Canadian universities.

Studies undertaken to investigate the campus climate for women, presumably to improve conditions, have often made conditions more toxic for the very women these efforts were supposed to enhance.

Harassment policies, zero tolerance to violence initiatives, student orientations, first-year-experience programs are among some of the other efforts that have been undertaken to make the campus climate a warmer and more wel-

coming one for everyone.

Campus climate is not a "women's" issue. Everyone associated with the university is affected positively and negatively by numerous factors that influence their work and study experience.

The Status of Women Committee is working to develop guidelines for a "climate audit." The purpose of these guidelines is to help individual universities examine various components of their campus and assess the impact of these elements on the overall environment for all members of the university community.

Guidelines for the climate audit will focus on areas of particular concern to the

Status of Women Committee such as employment and educational equity, educational endeavours and policies related to gender and sexual harassment, racism, and homophobia, gender inclusive language and clauses in collective agreements, and pay/benefits equity.

The audit will also suggest guidelines focussing on matters of concern to women and men in all groups of the university community, including physical safety considerations, accessibility of services and places, library acquisitions and services, workload and job sharing initiatives, service recognition, and possibly student services.

The CAUT Status of Women Committee and the

OCUFA Status of Women Committee are working together to develop the climate audit guidelines. The final instrument will include suggestions regarding who is to be responsible for conducting the audit, why and how the audit is to be conducted and how to deal with areas of the audit which indicate a less than hospitable climate.

The inclusive university is one that can only be reached one step at a time. Making the campus environment a healthy and supportive one for everybody in the university community is a giant step toward achieving that goal.

(*Dayna Daniels is chairperson of the CAUT Status of Women Committee.*)

TAX FAX

Robertson & Hill
Chartered Accountants

To: CAUT Members
From: Steven Dyck

Tax planning

For taxpayers moving toward retirement, or even for those still building up their savings, it is important to structure the portfolio carefully to maximize after-tax return. Given the different rates and treatment for interest, dividends and capital gains, this can be an important factor.

The tax system has been designed to "integrate" dividend and salary income for owner-managers with the tax rates for small businesses, resulting in a complex tax system for investment income. Dividends are distributions from funds on which a corporation has already paid tax, so the shareholder gets favourable treatment; the shareholder declares \$1.25 of income for each \$1.00 of dividends received, but can then get \$0.167 credited directly against his/her federal taxes for each \$1.00 of dividends; combined with a provincial rate of 54 per cent the total tax credit is \$0.257. A single taxpayer under 65 with no income other than dividends from taxable Canadian corporations can thus earn about \$24,000 tax-free, making dividends for that individual far more attractive than interest.

Often, a non-working spouse with no income other than dividends has no other income dividends has no other income giving rise to tax against which to apply the dividend tax credit. There is a useful election for such spouses: dividends earned by the low-income spouse can be transferred to the high-income spouse, allowing the high earner to get the dividend tax credit and with no erosion of the married tax credit.

RRSPs are the most popular tax-planning tool, but self-administered plans are especially attractive to taxpayers with a large portfolio, and can be combined with the lifetime capital gains exemption. Individuals with fully paid-for securities in their portfolios can exchange them for cash already in the self-administered RRSP, using the cash to pay down mortgages or other non-deductible interest debt. The securities are deemed sold by the taxpayer the day of the rollover, with the capital gain triggered at that point eligible for the lifetime exemption. Then the RRSP buys them at their market value. (Any capital loss triggered is denied for tax purposes, because the taxpayer is not allowed a capital loss on a transaction which is in effect a sale to himself or herself.)

The rollover is also useful for taxpayers whose lifetime exemption is gone and who hold securities on which they anticipate future capital gains. The security can be rolled into the RRSP where the gain is deferred for tax purposes until the funds are withdrawn from the plan.

(*Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.*)

L'évaluation du climat, un premier pas vers l'université non exclusive

Au cours des dernières années, le Comité du statut de la femme a mis sur pied certains projets visant à rendre le milieu universitaire non exclusif, c'est-à-dire à en faire un milieu accueillant et agréable, où travail et études se côtoient.

L'université non exclusive est un établissement où l'équité en matière d'emploi et d'éducation favorise la diversification des programmes d'études, de la population étudiante et du corps professoral; où les différences ne sont plus seulement tolérées, mais sont acceptées et accueillies; où la liberté universitaire est reconnue comme le fondement de la recherche intellectuelle, et ce, à tous les niveaux d'étude.

Les nombreux efforts déployés pour faire tomber les barrières ont obtenu plus ou moins de succès. Ainsi, certaines universités canadiennes n'ont pas très bien accueilli les rapports faisant état d'un «climat hostile» à l'égard des femmes.

Des études menées sur le climat universitaire et les femmes, qui visaient à améliorer les conditions, ont souvent fait empirer les choses pour les femmes qu'elles étaient censées aider.

Les autres mesures mises sur pied pour rendre les campus plus agréables et plus accueillants pour tous comprenaient entre autres des politiques sur le harcèlement, des initiatives de «tolérance zéro» vis-à-vis de la violence, des services d'orientation pour les étudiants et des programmes destinés aux étudiants de première année.

Le climat sur le campus n'est pas un problème qui touche uniquement les femmes. Tous les membres de la collectivité universitaire sont touchés, en bien ou en mal, par de nombreux facteurs qui influent sur leur expérience de travail et d'études.

Le Comité du statut de la femme élaboré actuellement

des lignes directrices pour entreprendre une «évaluation du climat». Ces dernières ont pour but d'aider chaque université à examiner divers éléments dans leur campus et l'incidence de ces facteurs sur l'environnement global de tous les membres de la collectivité universitaire.

Les lignes directrices porteront sur des domaines d'intérêt particulier pour le Comité du statut de la femme, notamment l'équité en matière d'emploi et d'éducation, les progrès en matière d'éducation et les politiques concernant le harcèlement sexuel et le harcèlement de l'autre sexe, le racisme et l'homophobie, le langage inclusif du féminin et du masculin, les clauses des conventions collectives et l'équité en matière de salaires et d'avantages sociaux.

L'évaluation permettra également d'établir des lignes directrices sur des questions qui préoccupent les hommes et les femmes de tous les groupes de la collectivité universitaire, notamment la sécurité

personnelle, l'accessibilité aux services et aux lieux, les acquisitions de la bibliothèque et les services qui y sont offerts, la charge de travail et les initiatives de partage d'emploi, la reconnaissance de service et, éventuellement, les services offerts aux étudiants.

Les comités sur le statut de la femme de l'ACPPU et de l'OCUFA travaillent conjointement à la conception de lignes directrices sur l'évaluation du climat dans les universités. Ils détermineront ensuite qui sera responsable de l'évaluation, pourquoi et comment elle sera menée et de quelle façon traitera les secteurs dont les résultats seront médiocres.

Pour instaurer le concept de l'université non exclusive, il faudra procéder étape par étape. Si nous parvenons à faire du campus universitaire un milieu sain et positif pour tous, nous aurons franchi une grande étape.

(*Dayna Daniels est la présidente du Comité du statut de la femme de l'ACPPU.*)

Call for Papers INCLUSIVE CURRICULUM CONFERENCE Setting Our Own Agenda

This three-day conference will address issues of race, colour, class, gender, and disability as they pertain to transforming the curriculum to make it more inclusive. As our students and society change, we need to become more aware of the issues that have an impact on teaching and learning. Specific examples of how to develop an inclusive curriculum and how it can be used effectively in learning will be addressed.

Presenters will include a range of recognized national and international educators, who will share with us their struggles and successes. The conference will be of interest to instructors, teachers, curriculum developers, educators, trainers, and anyone concerned with issues of equity and inclusiveness.

The conference will be held at the Sheraton Landmark Hotel, in Vancouver, British Columbia, September 29, 30 and October 1, 1994.

Papers are being accepted and may be sent to Gloria Wolfson, University College of the Fraser Valley, 33844 King Road, R.R. #2, Abbotsford, BC, Canada V2S 4N2 by May 3, 1994 and should include a 100-word abstract.

To be placed on our mailing list for conference registration information, phone Gloria Wolfson at (604) 854-4560 or Adrienne Chan at (604) 527-5473, or Fax (604) 855-7558, or write to the above address.

N.S. MLAs could be recalled to fix 'bungled' leave bill

NSCUFA executive director credited with catching error

By Brian Ward

Provincial Reporter

The rookie Liberal government saved its biggest gaffe for last.

On the final day of the legislative session, Finance Minister Bernie Boudreau was forced to admit a government lawyer had accidentally exempted thousands of civil servants from the unpaid leave plan.

"There was a mistake," the minister said after the New Democrats raised the issue Thursday in the House. "But I don't intend to shoot anyone."

The original bill was clear — it took a week's pay from any public employee making over

\$22,000.

The government decided to change the bill to make sure anyone hired after it came into effect would be caught too.

One wrong word and the act ended up saying that anyone who started their civil service career earning less than \$22,000 would be exempt.

That meant a \$90,000-a-year deputy minister who began in the mail room 20 years ago would evade the two-per-cent pay cut.

Mr. Boudreau says he wouldn't know which lawyer to shoot if he wanted to.

"I don't know who specifically drafted the amendment," the grim-faced finance minister

told reporters.

But the problem can be fixed without recalling the legislature, he said.

He said he'll probably draft a regulation explaining the intent of the amendment.

Governments have substantial leeway in altering laws by regulation, so long as the change doesn't run counter to the original intent of the law.

NDP Leader Alexa McDonough said the legislature should have stayed open an extra day or two to fix the bill rather than patching together regulations that might not stand up in court.

"They ought to admit they bungled it and move to correct

it," she said.

"There's a distinct possibility that they'll have to have the legislature recalled and (incur) all the expenses entailed in that if they turn out, from a legal point of view, to be wrong."

Mr. Boudreau had to do the explaining Thursday, but more than a few missed the foul-up.

It sailed past law-checkers at the legislative counsel office and an all-party committee of MLAs that reviews such changes.

It was caught by John D'Orsay, executive director of the Nova Scotia Confederation of University Faculty Associations, who pointed out the error to Mr. Boudreau on

Wednesday.

The unpaid leave mix-up wasn't the new government's first.

Last week, Municipal Affairs Minister Sandy Jolly withdrew legislation dealing with metro's new trash plan because the wrong copy had been introduced. And in October, the finance minister was chastised by opponents for changing a tax on recreational services twice in one day.

(*The Chronicle-Herald (Halifax), Friday, Nov. 26, 1993. Reprint courtesy of The Chronicle-Herald and The Mail-Star.*)

L'UNESCO en voie

suite de la page 1

vers l'Europe dans le but de réaliser un nouveau projet, différent énormément de mes tâches habituelles, et de consulter des gens dont je n'avais jamais rencontrés et que je n'avais même jamais entendu parler.

Après des rencontres préliminaires avec des représentants de l'IFUT et du SNESup, j'ai assisté, vers la fin d'octobre 1991, à la 26e conférence générale de l'UNESCO à Paris, au siège social, en tant qu'observatrice accréditée de la délégation canadienne.

Les délégués ont soupesé la possibilité d'étudier ou non la faisabilité d'une réglementation de la condition du personnel de l'enseignement supérieur. Si les délégués n'avaient pas accepté d'aller de l'avant avec cette étude, le projet aurait sérieusement été compromis.

Pendant cette période, Jean-Paul Laine et Daniel Monteaux du SNESup m'ont généreusement consacré du temps et m'ont fourni tous les documents pertinents en leur possession. L'Organisation internationale du travail (OIT), à Genève, était ensuite la prochaine étape.

Puisque l'ACPPU ne connaissait personne à l'OIT, j'ai demandé à Brian Mallon, directeur international du Congrès du travail du Canada (CTC), de me présenter. J'ai fait coïncider mon arrivée avec

les réunions des dirigeants de l'OIT. M. Mallon a accepté de me servir de guide dans le labyrinth de l'OIT.

J'ai en outre communiqué avec la Confédération mondiale des organisations de la profession enseignante (CMOPE) pour discuter du projet avec ses représentants. La CMOPE m'a offert un bureau et l'accès à une machine à écrire et à un ordinateur.

Un examen de la documentation m'a permis de constater quatre domaines essentiels qu'un instrument normatif devait aborder: la liberté universitaire, l'autonomie, la collégialité et la liberté d'association. Bien que la recommandation de l'OIT sur la condition des enseignants traite de ces questions, elle a été réalisée uniquement parce qu'elle était une recommandation conjointe de l'UNESCO et de l'OIT.

Les deux organisations ont des domaines de compétence différents. Les questions touchant les rapports entre employeur et employés relèvent du mandat de l'OIT. Sa collaboration était essentielle pour pouvoir produire une déclaration conjointe pareille à celle des enseignants.

Lors de ma rencontre au siège de l'OIT, le responsable m'a avoué que l'organisation ne voulait pas collaborer à un instrument sur ce sujet pour plusieurs raisons, notamment

d'ordre financière et logistique. Le fait que les universités ne soient pas généralement membres d'associations d'employés adhérent à l'OIT par l'entremise de leur organisation syndicale nationale — il a d'ailleurs été précisément mentionné que l'ACPPU n'était pas membre du CTC — et que les universités, même à l'échelle mondiale, ne constituaient qu'une petite élite, a aussi influé sur sa décision.

Le document a commencé à prendre forme au mois de novembre. J'ai assisté à une conférence de l'OIT sur les enseignants qui a duré huit jours. La CMOPE m'a accréditée à titre de membre de sa délégation et m'a présentée à Rita Lakin de l'UNESCO. Mme Lakin m'a offert de travailler temporairement à titre d'experte-conseil à l'UNESCO, à la division de l'éducation.

Nous avons convenu d'officialiser ce travail au début de décembre, au moment où je retournerais à Paris pour une réunion de l'OCDE sur l'enseignement supérieur. J'ai passé plusieurs jours à l'UNESCO à rencontrer des personnes intéressées à l'éducation et à l'enseignement supérieur et à échanger des exemplaires de documents pertinents au projet.

J'ai terminé la rédaction de la première ébauche du document vers la mi-janvier et je l'ai

transmise aux membres du sous-comité de l'ICUTO pour obtenir leurs commentaires. L'ébauche envoyée, j'ai ensuite quitté la CMOPE, située près de Genève, pour me rendre à Paris afin d'accomplir mon travail d'experte-conseil à l'UNESCO.

Mme Lakin m'a fourni un bureau voisin du spécialiste du programme sur l'enseignement supérieur, M. Dimitri Beridze. J'ai fourni un exemplaire de l'ébauche à sa section pour obtenir les commentaires de ses collègues. Ils se sont dit heureux d'avoir en main un document qui allait au-delà des études de faisabilité et qui exprimait les principes dans un libellé propre aux instruments internationaux.

Peu après mon retour, l'expert-conseil de la Commission canadienne pour l'UNESCO chargé de l'étude de faisabilité commandée par la conférence générale est arrivé. Il s'agissait en fait du professeur Ramzi Salame, ancien président du Syndicat des professeurs de l'Université Laval, que j'ai connu aux assemblées du Conseil de l'ACPPU.

Nous avons pu collaborer au projet en échangeant de l'information et de la documentation. Nous avons eu des entretiens avec des responsables d'organismes non gouvernementaux pour discuter de l'instrument normatif et de la forme qu'il devrait prendre, soit une convention, une recommandation ou un protocole. Pendant toute la durée de mon travail comme experte-conseil, le personnel de l'UNESCO nous a appuyés et nous a fourni des ressources importantes. Nous avons profité en particulier de l'aide infatigable de la bibliothécaire de la section de l'éducation, Mme Noha Akki.

L'ICUTO a tenu sa conférence peu après la fin de mon congé sabbatique en avril et le sous-comité a présenté la première version. Il a alors été convenu que les membres de l'ICUTO feraient parvenir leurs commentaires et suggestions dans les six mois afin de rédiger une version finale en vue de son adoption à la réunion de Berlin en septembre 1993.

Lors de la réunion à Berlin, l'ICUTO a étudié chaque disposition du document et a voté en sa faveur. Une fois le document adopté par l'ICUTO,

il devenait impératif que chaque organisation membre exerce des pressions sur sa délégation à la 27e conférence générale de l'UNESCO pour que l'étude préparée par le professeur Salame soit adoptée. Son étude concluait qu'un instrument normatif était faisable et qu'il devrait prendre la forme d'une recommandation.

M. Savage et moi avons rencontré Mariette Hogue à la Commission canadienne pour l'UNESCO. Des pressions ont été exercées auprès d'organismes non gouvernementaux et la National Education Association (É.-U.) a saisi la Education International du dossier. D'autres membres de l'ICUTO ont travaillé inlassablement avec leur délégation.

Un véritable effort de collaboration a été déployé et les délégués à la conférence générale ont accepté d'aller de l'avant avec une recommandation qui réglementerait la condition du personnel de l'enseignement supérieur. L'UNESCO m'a télécopié la bonne nouvelle et l'ACPPU l'a transmise à l'ICUTO. M. Roch Denis, le président de la FQPPU, nos collègues du Québec, s'est chargé de la traduction du document en français.

La prochaine étape consistera à réunir un petit groupe de spécialistes du gouvernement qui se rencontrera, je présume en 1994, sous les auspices de l'UNESCO. Ce groupe examinera en profondeur le projet de recommandation.

On espère que la recommandation sur la condition du personnel de l'enseignement supérieur sera approuvée en 1995, lors de la 28e conférence générale. Si ce souhait se réalise, ce sera en grande partie grâce au travail de l'ACPPU et de l'ICUTO.

(Pat Finn, LL.M., est l'agente syndicale de l'association des professeurs de l'Université Carleton. Elle est également diplômée de l'Université Carleton et de la London School of Economics.)

Communiqué avec Johanne Smith, au secrétariat de l'ACPPU, ou avec votre association locale pour obtenir un exemplaire du texte de la Recommandation portant sur le personnel de l'enseignement supérieur.

Unique design sought for women's monument

National design competition launched

Powerful public art, like the *Aids Quilt* and Washington's *Vietnam War Memorial*, can help heal emotional wounds and move people to alter the status quo. That's what the Women's Monument Project hopes to do by building a permanent national monument in Vancouver dedicated to all women who have been murdered by men, and naming the 14 women killed in Montréal on December 6th, 1989.

The Monument Project seeks a conceptually new, site-specific design for Thornton Park, an expanse of green space graced with heritage trees in the heart of Vancouver in front of the revitalized CN station. The design should provide a place for large gatherings, allow for

quiet contemplation, and promote dignity and respect for the lives of women. The winning design will also be a "living" monument visitors can meaningfully interact with.

The Women's Monument Project has now launched a nation-wide design competition, open to women, which will be professionally juried. The first stage of the competition will take an anonymous format, with the names of applicants withheld from the jury. Four or five finalists will be chosen by early summer, and each will be paid a \$2,500 fee to complete a detailed proposal. The decision on the final design will be made by the fall of 1994, and the successful artist will receive the commission to complete the Monument. Applicants may be

individual women or a team, including, for example, artists, architects and engineers.

As the majority of Canadian public art has been designed by men, and as the Women's Monument is to provide a focus for healing and serve as a tangible symbol of the imperative to end violence against women, it is only fitting that the Monument be built by women. It will provide an important opportunity for women artists, architects, engineers and trade workers.

For an application package, write to:

The Women's Monument Project, Capilano College, 2055 Purcell Way, North Vancouver, BC V7J 3HS. Tel: (604) 986-1911 local 2078.



J. Mark Langdon

PROVINCIAL ROUNDUP

Alberta's five per cent solution could impair negotiations

After several weeks of trial balloons from the premier and minister of education, the government of Alberta has formally announced that it will attempt to affect a five per cent salary and benefit reduction for employees in the provincial government, health and post-secondary education sectors.

On Apr. 1, 1994 an amount equal to five per cent of the province's share of the 1993/94 human resource budget in the post-secondary sector will be removed from the system.

The government hopes to save \$47 million with this cut and claims there will be no additional request for reductions in salaries, fees or benefits for the second and third years of the plan.

Several weeks before the Nov. 24 announcement, Premier Ralph Klein suggested he would like to see all public sector employees take a five per cent cut.

At a meeting with faculty association representatives and other stakeholders on Nov. 9, Minister of Advanced Education and Career Development Jack Ady asked faculty to accept the reduction but was turned down by the faculty associations, who said they did not support legislated reductions.

The association suggested instead that if the government was intent on reductions that they should occur through general grant reductions which would allow necessary adjustments to be worked out through bargaining within individual institutions. Ady took that information back to the cabinet which then made the Nov. 24 announcement.

The government justified the cut in the human resource budget with several arguments.

First, Klein said it is "more business-like" to make the five per cent cut than to depend on the goodwill of those concerned to make the changes.

Second, Treasurer Jim Dinning argued reducing public sector compensation is preferable to raising taxes and given that "over 40 per cent of our spending (is) on salaries, fees and benefits we must make reductions now."

Third, Minister of Labour Stockwell Day said the move will occur through reductions in grants rather than legislation in order to "promote fairness and sensitivity to these issues and respect the collective bargaining process."

Further to this third theme, Klein and Ady both argued that the decision allows flexibility for the various sectors to determine how best to structure the five per cent

reductions in compensation. Klein said:

"It helps encourage fairness and allows the sectors to deal with issues like: Should some people be excluded? Should savings be achieved through salary or benefit reductions? These are decisions for employers and employees to make. Our clear direction is that job loss and service reductions be minimized."

Ady stated: "The stakeholders in post-secondary education have told me that with regard to the issue of five per cent reductions in compensation, we should reduce grants and allow the institutions to manage the process. This opinion was confirmed by participants at the budget roundtable."

In commenting on the total package of cuts, Treasurer Dinning said: "The Klein government made a commitment to Albertans that the budget would be balanced by 1996/97. The results from the second quarter show that the budget plan is on track, and we're going to keep it that way."

Dr. James Marino, president of the Confederation of Alberta Faculty Associations (CAFA), said he is concerned that the government is trying to pressure university negotiators to affect the five per cent cut on salaries and benefits.

"What they're doing is to influence the upcoming negotiations and to impair the negotiations," Dr. Marino said. "They've handicapped the boards. There won't be free negotiations at all. They have seriously impaired the free collective bargaining process."

Marino added that CAFA believed the five per cent cut should be factored over three years, not applied in one lump. The only positive feature of the announcement, he said, is that there will not be a clawback involving the current collective agreement.

Marino said the government would like to reduce transfers to universities by 24 per cent over the next three years. If this occurs, there will probably be severe layoffs involving part-time and sessional people and early retirement incentive programs offered to faculty. He noted that two universities, Calgary and Lethbridge, have already used this retirement vehicle extensively.

In another announcement, Klein and Day indicated that any public sector employees who lose their jobs will probably be able to enter a "workplace adjustment" program which is currently in place as a pilot project at three Calgary hospitals.

The program will be to ensure newly unemployed public sector workers are informed about all forms of financial aid and programs available for retraining and job hunting. Day indicated he believes job losses will depend on labour negotiations triggered by the province's request for wage cuts.

OCUFA says \$34 million cut totally unexpected

According to OCUFA President Ross, a \$34 million cut in grants to Ontario's universities and colleges for the upcoming fiscal year was "totally unexpected."

A leaked memo by Charles Pascal, Ontario's deputy minister of education, indicates the cut is on top of a \$22 million cut this year to the \$2.4 billion base grant.

Ontario universities were expecting no increases in grants for 1994/95, but were unaware of any further cuts, according to Ross.

"What we expected was what was announced last spring and then a freeze... not new cuts on top of that," he said.

Pascal later confirmed to reporters that the cut will indeed occur and could in fact be higher.

OCUFA responds to funding review

Ontario's Minister of Education and Training has asked the province's Ontario Council on University Affairs (OCUA) to review grant distribution to Ontario's universities.

Cooke asked for the review "because there's been a significant change in the economy from the time when the current funding system for universities was designed."

He added that in the wake of increasing demand on universities and limited revenues it is important "to ensure that the funding we do provide to our universities is effective in providing quality post-secondary opportunities to the greatest number of people."

In a Nov. 24 letter to OCUA Chair Joy Cohnsteadt, Cooke instructed her to consider several objectives when producing the report. These include increased accessibility, the need for a strong emphasis on teaching, improving flexibility of the transfer of credits between universities and colleges, and the need to encourage cooperation and rationalization between institutions.

The Ontario Confederation of University Faculty Associations (OCUFA) responded quickly to Cooke's announcement and letter. OCUFA President Saul Ross said his organization shares "many of the government's stated objectives, such as increased accessibility, more support for teaching, and better cooperation between institutions."

However, he pointed out that the government will make a serious error if it sacrifices the quality of education, the importance of research, and accessibility in order to save money. The system is already suffering from overcrowding, spiralling student/teacher ratios, poor facilities and inadequate equipment.

"If they are asking whether the system can educate more students with fewer resources and not sacrifice quality, they need to study the question no further. The answer is no," he concluded.

U of A to drop football

The University of Alberta announced on Dec. 3 that the football program will be cancelled. This is the second time in three years that the cancellation of football has been announced.

In a news release, University President Paul Davenport stated the board of governors determined the university cannot assure "stable funding" for the football program in the future. In Jan. 1991 a similar announcement was made but backing from the alumni and corporate community resulted in a funding arrangement that saved the program.

Ian Reade, chair of Athletics, said the board of governors could have provided stable funding for the program by raising student athletic fees. Dr. Art Quinney, dean of Physical Education said he was upset about the decision to cut football.

If the cancellation goes ahead the future of the Canada West football conference could be in jeopardy. There have been hints that the University of British Columbia team may consider playing U.S. schools in the future, which would leave only the Universities of Calgary, Saskatchewan and Manitoba in the Canada West conference.

"I don't see how this saves a lot of money," said CAFA

President Marino, adding that it is possible the continuation of sports teams will come under scrutiny by some universities' boards of governors as they attempt to reduce expenditures and indicate such to the public.

The coach of the U of A football team is former Edmonton Eskimo star quarterback Tom Wilkinson.

Article in UBC Law Student Newsletter criticized

A Nov. 25 article in *The Informer*, a weekly newsletter produced by University of British Columbia law students, provoked several students to issue complaints to the Law Student Association and the university's communications officer.

The article, which was unsigned, made disparaging remarks against feminists, homosexuals and minorities.

Tim Peters, who sits on the student executive of the Law Student Association, stated that the author of the article offered an apology and that he feels the author should have exercised more discretion in his comments. The newsletter receives some funding from student tuition fees through the student association and a number of students have asked that the funding be revoked.

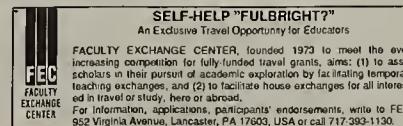
Campus communications officer Paul Martin stated he will investigate the matter adding that the article is "not in keeping with the climate we like to see on campus."

Scrutiny of student funded newspapers has increased in recent months. This fall, Queen's University students voted 55.6 per cent in favour of withdrawing mandatory undergraduate student fee contributions to *Surface*, an alternative newspaper. Debate about the newspaper was precipitated by several controversial stories.

J. Mark Langdon is a Ph.D. student at Queen's University and an instructor in the Politics Department at Trent University.)

PHOTOGRAPHY WORKSHOP IN FRANCE

Three week credit course in Paris and Arles offered through Ryerson's Film and Photography Department in May of 1994. The course is run in association with the major French museums and photographic organizations. It is a unique opportunity for twelve participants to view original work and make photographs with the guidance of four faculty. For information, contact Peter Higdon, Ryerson Film and Photography Department. (416) 979-5000 Extension 6843.



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NEWS FROM QUEBEC

Susan Gray

FQPPU seeks united front to fight funding cutbacks

Given the latest round of budget cutbacks, Bills 102 and 198, which went into force in September and June respectively, Quebec universities are facing "the depreciation of the university and a change in its very nature ... the soundness of the institution is at stake."

These fighting words are from *Déclaration publique de la Fédération québécoise des professeurs et professeures d'université sur la situation financière des universités et la portée des Lois 198 et 102* issued in mid-November. The FQPPU is calling upon the university community to define the terms of a common action plan.

Bill 102, which deals with working conditions in the public and municipal sectors, includes a salary freeze and a one per cent cut in total salaries for the current year. Bill 198 allows for a 20 per cent reduction in managerial personnel over three years, and a 12 per cent cut in other personnel categories of the public and parapublic sectors over five years.

Protests from universities regarding their autonomy under Bill 198 resulted in their being granted a certain leeway. While the objectives remain the same, they have been permitted to choose where to make the necessary cuts.

Universities will see their budgets shrink by approximately \$50 million in 1993-1994 because of Bill 198. Over the next five years, the cutbacks could reach \$250 million.

The FQPPU maintains that with Bills 102 and 198, it is no longer a question of rationalizing operations and making the right choices; universities' development will suffer nonetheless.

But Roch Denis, the Federation's president, is optimistic about the possibilities of opposing the cuts.

"There is a very good chance that we will succeed (in our opposition to these bills)," he told the *Bulletin*. "Only last week, the government said (concerning the cuts to the health-care sector) that 198 didn't have to be implemented according to the letter of the law."

Given that universities across Canada are facing the same financial crisis as in Quebec, "We should sit down with our colleagues from other provinces to develop a common position," said Dr. Denis.

Lecture cancelled by protests

Disruptions by a small group of protesters prevented an American psychiatrist from giving a public lecture on False Memory Syndrome at McGill recently.

The lecture, which was scheduled to take place on Nov. 11, coincided with a two-day symposium on the same topic organized by the Montreal General Hospital, with Harold L. Lief as the featured speaker.

The protests started even before Dr. Lief arrived in Montreal. McGill's Psychiatry Department and its Centre for Medicine, Ethics and Law, both sponsors of the talk, received formal complaints.

The existence of False Memory Syndrome, which refers to memories leading to erroneous accusations of child sexual abuse, is still held in doubt by many psychiatrists. It is, for example, not listed in the annual Diagnostic and Statistical Manual of psychiatric disorders, widely accepted by the profession in North America.

The protesters at Dr. Lief's lecture whistled, yelled and used noisemakers to drown him out. At one point a stink bomb went off in the auditorium. Part of the reason for the opposition comes from the fact that Dr. Lief advises the U.S.-based False Memory Syndrome Foundation made up of people who claim they have been falsely accused of sexual abuse.

According to Dr. Lief's estimates 25 per cent of sexual abuse accusations lack foundation, 25 per cent are justified and the rest are difficult to judge.

Prior to the aborted lecture, there were repeated demands for either its cancellation or its replacement with a debate. After it became impossible for Dr. Lief to give his talk, organizers attempted a debate in the form of a question and answer period. But this too was called off 20 minutes later as it became obvious that a discussion could not take place.

Jana Dueck, the internal coordinator of the McGill Women's Union, said the problems partially arose because "it's such an emotional issue and they were trying to deal with it in a purely academic way." The union did not come out in favour of cancelling Dr. Lief's lecture.

During the symposium, protesters were led away by police. No arrests were made.

Innovative research project links artists, scientists

The premise of an original project at Concordia University is that almost anyone can attain excellence. The goal of the multidisciplinary Leonardo Project, which examines human potential and more particularly, creativity in superior performances brings together artists and scientists in a collaborative process.

The project's name took its inspiration from Leonardo da Vinci. According to music professor Philip Cohen, one of the project's originators, da Vinci is traditionally associated with the Renaissance and with the coming of the modern age.

The Leonardo Project is a winner of Concordia's Seagram Award for Academic Innovation in Research. The Australian TV program *Beyond 2000* will also feature a show devoted to it. *Beyond 2000* is a science and technology program broadcast in 82 countries.

In an interview with *Le Devoir*, psychology professor Norman Segalowitz, the other person behind Leonardo, explained the project's uniqueness:

"It's the first time in a collaborative effort between artists and scientists that deals with creativity, that the artist is not a laboratory specimen (but a full participant)," he said.

The Leonardo Project is a long-term collaboration between talented performers, scientists, and performance analysts. The analysts film performances and study each movement and breath on a computer. The goal is to demystify the creative process, as the researchers believe talent is not the only quality needed for success in this area. Memory and strategies of attention are also examined.

The research results have potential applications in many areas apart from artistic performance. Mr. Cohen has already worked with an athlete who has improved his performance substantially through their work together.

Participants include many people who have apparent handicaps such as asthma and deafness.

(Susan Gray is a freelance journalist and translator who lives in Montreal.)

NOUVELLES BRÈVES DU QUÉBEC

La FQPPU lutte pour l'intégrité des établissements

Susan Gray

Avec les dernières compressions budgétaires — les lois 102 et 198, entrées en vigueur en septembre et en juin respectivement — les universités québécoises font face à la dévalorisation même de l'université et sa dénaturation ... L'intégrité de l'institution est en jeu.»

Ces propos percutants ont été énoncés dans le document intitulé *Déclaration publique de la Fédération québécoise des professeurs et professeures d'université sur la situation financière des universités et la portée des Lois 198 et 102* à la mi-novembre. Ce faisant, la FQPPU fait appel à tous les groupes et à tous les organismes du milieu universitaire «pour définir les termes d'une action convergente.»

La loi 102, qui porte sur les conditions de travail des secteurs public et municipal, prévoit un gel des salaires et une compression de la masse salariale de 1 p. 100 pour l'année en cours. La loi 198 vise une réduction de 20 p. 100 du personnel-cadre, étalée sur trois ans, et de 12 p. 100 en cinq ans des autres catégories de personnel dans les organismes publics et parapublics. Les universités ont protesté contre une telle loi qui porterait atteinte à leur autonomie, ce qui a permis d'obtenir une certaine exemption. Même si les universités doivent atteindre ces objectifs, elles peuvent choisir les secteurs où il faut réduire.

La loi 198 entraînera des compressions budgétaires de l'ordre de 50 millions \$ pour 1993-1994; les réductions au cours des cinq prochaines années pourraient atteindre 250 million \$.

Avec les coupures imposées par les lois 102 et 198, la FQPPU affirme qu'il n'est plus question pour une université québécoise de poursuivre son développement même si elle sait «rationaliser sa gestion et faire les bons choix.»

Le président de la FQPPU, Roch Denis, est néanmoins optimiste quant à la lutte pour contrer ces coupures. «Nos chances sont très bonnes d'opposer ces lois,» a-t-il déclaré au *Bulletin*. «La semaine dernière, le gouvernement a dit (dans le dossier de la santé) que la loi 198 ne doit pas être prise au pied de la lettre.»

«On sait que les universités à travers le pays font face à la même crise financière. On devrait s'associer avec nos collègues dans d'autres provinces pour arriver à une position commune,» ajoute M. Denis.

Conférence annulée à cause de protestations

Une conférence publique sur le «Syndrome des faux souvenirs» (False Memory Syndrome) par un psychiatre américain à l'Université McGill a dû être annulée parce qu'un petit groupe de manifestants en a perturbé le déroulement.

La conférence, qui avait eu lieu le 11 novembre, coïncidait avec l'ouverture d'un colloque de deux jours sur le même sujet organisé par l'Hôpital général de Montréal et dont Harold L. Lief était le conférencier-vendeur.

Des protestations ont été transmises avant l'ouverture de la conférence, au département de psychiatrie de McGill et au Centre de médecine, d'éthique et de loi, qui présentaient la conférence conjointement.

La légitimité du Syndrome des faux souvenirs — qui fait référence à des souvenirs imaginés menant à des accusations non fondées d'abus sexuel pendant l'enfance — est même contestable selon certains psychiatres. Le syndrome ne figure pas dans le «Diagnostic and Statistical Manual» des désordres psychiatriques, accepté généralement par la profession à Amérique du Nord.

Les opposants à la conférence de M. Lief ont manifesté par des cris, ont utilisé des crêcelles, des sifflets, et même une bombe puante pour leur opposition. Ils sont choqués en partie parce que M. Lief est consultant pour la Fondation du Syndrome des faux souvenirs, un groupe américain de personnes qui se prétendent faussement accusées d'abus sexuel.

Selon les estimations de M. Lief, 25 p. 100 des accusations d'abus sont injustifiées, 25 p. 100 sont fondées, et les autres sont difficiles à juger.

Avant la conférence publique avortée de M. Lief, on avait demandé que l'événement soit annulé ou qu'un débat ait lieu à sa place. Après les difficultés insurmontables de M. Lief pour prononcer son allocution, on a tenté de tenir un débat, sous forme de période de questions. Mais après 20 minutes, on a mis un terme à la soirée, car la discussion n'avancait pas de façon substantielle.

Selon Jana Dueck, coordinatrice interne de l'Union des femmes de McGill, les problèmes sont survenus, en partie, parce que «la question est tellement émotionnelle et qu'on essaie de la traiter d'une façon purement académique.» L'Union ne voulait pas que la conférence soit annulée.

Pendant le colloque, des manifestants ont été renvoyés par la police; aucune arrestation n'a eu lieu.

Un projet de recherche innovante lie artistes et scientifiques

Un projet innovateur à l'Université Concordia s'est donné comme prémisses que l'excellence est à la portée de presque tous. Le projet multidisciplinaire Leonardo, qui examine le potentiel humain et, plus particulièrement, la créativité dans les performances de «haut calibre», réunit artistes et scientifiques dans une approche conjointe.

Le nom du projet est inspiré par Léonard de Vinci. Selon le professeur de musique Philip Cohen, qui a contribué à mettre le projet sur pied, de Vinci est étroitement lié à la renaissance du savoir et à l'avènement de l'ère moderne.

Dans un article du *Devoir*, Norman Segalowitz, professeur de psychologie à Concordia et l'autre instigateur du projet Leonardo, explique l'originalité de l'entreprise: «C'est la première fois que des scientifiques et des artistes coopèrent à un projet sur la créativité, où l'artiste n'est pas placé sous un microscope (mais travaille à titre de collaborateur).»

Le projet s'est mérité le prix Seagram pour l'innovation universitaire en recherche à Concordia et il sera diffusé par une chaîne australienne à l'émission *Beyond 2000* qui traite de la science et de la technologie. *Beyond 2000* est diffusé dans 82 pays.

Concrètement, le projet Leonardo est une collaboration à long terme entre des artistes talentueux, des scientifiques, et des analystes de la performance. Les analystes filment les performances pour ensuite étudier chaque mouvement et chaque souffle sur un ordinateur. On cherche à démythifier le processus de la création, car le talent n'est pas la seule qualité nécessaire à la réussite. De plus, on examine la mémoire et les stratégies d'attention.

Les résultats de cette recherche pourront être appliqués à beaucoup d'autres domaines que la performance artistique. M. Cohen a déjà travaillé avec un athlète qui a réussi à améliorer sa performance grâce à cette collaboration.

Parmi les participants se trouvent plusieurs personnes affligées d'un handicap, comme l'asthme ou la surdité.

(Susan Gray est journaliste et traductrice et vit à Montréal.)

Grievance resolution

Unexpected victories on the road to arbitration

Bernice Schrank

Grievance officers well appreciate the role of arbitration as a dispute resolution mechanism. Where would we be without it? When all the other steps of the grievance procedure fail, it is certainly a relief to know the matter can be settled through a formal and fair process.

the possibility of arbitration has a powerful role in grievance resolution

But the possibility of arbitration also has a powerful role in grievance resolution. When I talk of the "possibility of arbitration," I mean the segment of grievance resolution work between the completion of the internal resolution steps and the actual "live" arbitration, a liminal stage in which a great deal may be accomplished for the union and the grievor by careful negotiation.

Before I get on to these delights, let me wander through some of the byzantine thoughts that have led me to consider this stage with so much interest and enthusiasm.

Arbitration is a conservative process

As many of you know, Memorial University of Newfoundland has had the largest number of academic arbitrations in Canada. This is a dubious distinction at best. But it provides an instructive vantage point for discussing some of the complexities of the arbitration experience. Let me say at the outset that my concerns are not fuelled by "sour grapes." We have won most of our arbitrations.

One conclusion drawn from this overdoing on arbitrations is that it is a fundamentally conservative process. It is a mechanism that seeks to protect the several institutional frameworks within which it functions, and so it produces, whenever possible, a cautiously worded, "down the middle" result. Grievance officers hoping for a clear "victory" often have to perform feats of creative interpretation even on decisions in which the grievance is upheld.

grievance officers should give greater consideration to the arbitrators included in their collective agreements

It is, of course, part of the politics of pursuing grievances to arbitration that all arbitrations, win or lose, are seen by grievance officers as important to the association because they clarify the collective agreements/special plans and allow the association to assess more accurately its needs in the next round of collective bargaining. It follows that no faculty association should perform any act of public contrition over a case lost at arbitration.

It is better to win an arbitration than to lose it

Although the following com-

ments should be understood as expressing a positive disposition toward the arbitration process, regardless of the result, it would be naive to think losing is as good as winning. Of course it is better to win than to lose even if the "win" is a "compromise." To improve the union's chances, I think grievance officers should give greater consideration to the arbitrators included in their collective agreements and to the union's sidepersons.

When it comes to selecting arbitrators, serious comparison shopping with grievance officers at other universities is recommended. Negotiating teams certainly need to be advised by grievance officers in this matter. Obviously, the skills and sensitivities of arbitrators vary. Few associations have enough experience individually to assess the strengths and weaknesses of particular arbitrators.

What we need is more scuttlebutt about the ways arbitrators have ruled and the kinds of cases they ought to be selected to adjudicate. CAUT is in the process of compiling a list of academic arbitrations. It would be highly desirable if, at the same time, CAUT also produced a list of arbitrators and how they ruled.

Grievance officers should be careful in their suggestions regarding the selection of sidepersons. Some of our colleagues are developing impressive track records as effective sidepersons whose presence on arbitration panels has proved beneficial for the union. Find out who they are and use them.

Whether or not a arbitral decision is favourable to the union, good sideperson may very well influence the written judgement in favour of the union position by highlighting a variety of points involved in the grievance that the union regards as important, but which are not central to the hearing.

Should a judgement be unfavourable to the union, a good sideperson may well moderate the negative effects of that decision or suggest remedies less injurious to the grievor or union.

Arbitral precedents: When they are good, they are very good, and when they are bad, they are awful

Although winning may be preferable to losing, there are times when a faculty association will take an unresolved grievance all the way to arbitration for primarily political reasons, even though the case is not strong. In my experience, this happens fairly infrequently, which is good, and usually involves a number of faculty in a dispute with the university administration over a financial matter rather than a matter of principle.

In one case with which I am familiar, the faculty association tried to settle a dispute about placement of several hundred faculty members on the salary scale. Although the collective agreement had a

certain degree of ambiguity, the negotiating history as well as the statements of the faculty association interpreting the situation with regard to salaries suggested the administration had a stronger case than the grievance faculty members.

a loss has the potential for establishing precedent that may have a negative impact on the situation of faculty members across the country

Nevertheless, several million dollars were at stake, and the association reasoned it would sooner spend money supporting a large minority of faculty members who might gain considerable monetary benefit through a favourable arbitration decision than spend money defending itself in front of a provincial Labour Relations Board fending off accusations of unfair representation.

In this case, the association lost. But the arbitral loss was tempered by the political gain that it had acted on behalf of a significant number of members to resolve an outstanding dispute, and that the resolution was imposed from without on the union. The union had not imposed its view of a sensitive financial matter on the grievance members.

Since the grievance was anchored to the peculiar formula for calculating past experience in the collective agreement for a limited group for a limited time, it had little significance beyond the particular issue being adjudicated. A loss in a case like this does not usually have serious repercussions in terms of establishing precedent.

There are other cases more directly concerned with matters of academic freedom and tenure in which a loss has the potential for establishing precedent that may have a negative impact on the situation of faculty members across the country. In two cases raising clear-cut academic freedom issues, the grievances were not sustained. Fortunately, the damage done to the concept of academic freedom was mitigated by the way the arbitrator framed his judgement.

In the first case, a senior colleague grieved what he regarded as a disciplinary action by a dean, imposed because he had asked what the dean regarded as rude and inappropriate questions at a meeting that mixed academic colleagues with non-academics. The grievor and the union interpreted the letter the grievor received from the dean advising him that his behaviour was unacceptable and counselling him not to repeat the offence as an infringement of his academic freedom right to free and reasonable expression.

The matter went to arbitration, and the arbitrator ducked the central issue of academic freedom in favour of a cau-



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tious ruling that the dean's response to the faculty member's behaviour was not disciplinary and could not be used in the future to discipline the faculty member.

In the second case, a colleague alleged that his academic freedom was violated because the head of his department refused to countersign his book orders thus in effect denying him the right to choose his own textbooks. The arbitration panel ruled (quite bizarrely in my opinion) that, since the books were available in a local bookshop because the instructor had placed an order there, the fact that the department head refused to countersign his book order to the university bookstore did not constitute a violation of academic freedom.

Slight shifts of wording in these two decisions might well have provided us with precedents in which comments disliked by deans might be the basis for discipline and textbooks disapproved of by department heads might not be used by other faculty members. These are not happy thoughts. In cases like these, the damage of possibly losing is compounded by the damage of possibly establishing Draconian precedents to the detriment of the entire profession.

Negotiating settlements

many grievance officers find that the administration does not treat the early stages of grievance work seriously

Many Collective Agreements provide a multi-phased mechanism for dispute resolution, but in fact, many grievance officers find that the administration does not treat the early stages of grievance work seriously. The imminence of arbitration, usually signalled by the fact that an arbitrator has been selected and contacted, that dates have been set and sidepersons chosen, enables the real business of dispute resolution to take place. Consider

two examples.

Fact-finding

Nineteen nurses in the School of Nursing grieved, alleging their normal workload was actually overload. At both steps of the grievance process, the administration dismissed contemptuously these allegations. The clock stopped and various meetings with senior administration were held, all to no avail.

The grievance committee recommended that an arbitration be scheduled, but the executive of the faculty association worried that a workload grievance that was lost at arbitration might be very damaging to all members of the faculty. After a great deal of internal politicking, it was agreed to schedule the arbitration, and then to propose a fact-finding committee to try to establish what constituted nursing workload.

The arbitration was scheduled. But before it took place, the president of the association requested a meeting with senior administration to discuss alternatives to what might prove to be a very lengthy and costly arbitration.

The president of the association, with various members of the grievance committee, indicated that the facts surrounding nursing workload were not established, and it would be useful to know these facts in advance of the arbitration. Without them, the association argued, it was possible that they would have to pay an arbitrator to discover what the grievance committee and the association already knew, that the facts were in dispute and what was needed was a fact-finding committee.

Ultimately, the administration agreed, and a committee (made up of one member selected by the administration, one by the association and one mutually agreed) was put in place with a mandate to examine the question of workload in the School of Nursing and to make recommendations. These recommendations would be the subject of negotiation between the parties. If

no agreement could be reached, the parties agreed to re-schedule the arbitration.

In due course, the committee reported. It was their unanimous view that the workload in the School of Nursing was excessive and should be reduced from six to four courses. As might be expected, the union was delighted and the administration was furious.

Obviously, although the administration would undoubtedly have argued at any arbitration that all the facts had to be established *de novo*, it seemed to the grievance committee and the association executive that an arbitrator would have a strong disposition to accept the findings of a committee that had been mutually agreed upon, that had terms of reference mutually agreed upon, that had on it the Dean of the School of Pharmacy, and that had unanimously agreed on its recommendations.

Not unreasonably, the association saw its position as strong. The administration probably did too, because it offered to reduce teaching by one-half a course. The absurdity of a half course reduction must have been clear even to them because, after the usual to-ing and fro-ing, the parties settled by halving the difference between the traditional six course load and the four courses proposed by the fact-

finding committee. In other words, the normal course load in the School of Nursing would henceforth be five courses.

Although this negotiation was lengthy, the results were highly desirable. The workload of the nurses was significantly reduced. The arbitration, with all its costs and unpredictabilities, was foisted. Moreover, the report of the fact-finding committee was useful in informing the on-going discussion of workload. This grievance could not have been resolved so satisfactorily without the possibility of arbitration. But arbitration need not have produced such a positive result.

Memorandum of agreement

An eccentric colleague in the faculty of education found himself on the receiving end of progressive disciplinary measures by his dean. Warnings were followed by reprimands which were followed by a suspension with pay.

All but one of the reprimands were grieved. Meetings were held. Possibilities were explored. The administration clearly had an agenda: it was intending to dismiss the colleague for cause. To hedge its bets, it was hoping to persuade him to take early retirement and so forestall a lengthy hearing.

The grievance committee proposed that both the col-

league and the dean receive counselling, a proposal that made the administration very angry. The grievance committee then proposed mediation. A little less angry, the administration did not jump at this option either.

As more grievances accumulated, the grievance committee decided it would prepare its recommendation to the executive for arbitration and, at the same time, schedule one last meeting with the administration to try and settle this on-going conflict.

Since the grievor rejected early retirement and the administration refused counselling or mediation, the grievance committee, with the advice of the association lawyer and the consent of the grievor, drew up a lengthy memorandum of agreement which, if accepted by the administration, would constitute a resolution to the legitimate (in their view) outstanding student complaints that were, according to the administration, the source of their concern. This memorandum was presented as the final possibility before arbitration.

The administration was again furious because they now had to admit that they did not want to modify the behaviour of the colleague, they wanted to remove him. Not a big surprise. The grievance committee insisted the purpose of discipline was behav-

ior modification, and that the memorandum, if agreed to by the parties, would achieve that result. If it did not, the administration could take whatever further actions it deemed appropriate, and the parties would then proceed to arbitration on all the outstanding grievances.

The administration made one last effort to remove the colleague. Without his knowledge or consent, the director of labour relations contacted the psychiatrist who was treating the colleague and later suggested to the grievor's case officers that the psychiatrist would support an application by the grievor for long term disability.

The case officers contacted the psychiatrist, who denied that he had participated actively in this alleged conversation, much less given his support for this application. The situation from the administration point of view had thus reduced to two options: negotiate a settlement or proceed to arbitration.

where the central issue is the competence and personality of the grievor, any arbitration, even one that proves successful, is likely to be painful and destructive to the grievor

The matter has not yet been settled, but the administration

has finally produced a revised memorandum of agreement not hopelessly different from the grievance committee version, so, presumably, negotiation to resolve this long-standing dispute will finally begin.

If it does not succeed, and the association winds up in front of an arbitrator, it seems clear that the position of the grievor and the association will be enhanced by the fact that they proceeded in a reasonable manner, exploring all legitimate avenues of grievance resolution.

It will also be clear that the administration has behaved in what appears to be a provocative and unethical manner, particularly with regard to its contacting of the psychiatrist.

But in circumstances like this, where the central issue is the competence and personality of the grievor, any arbitration, even one that proves successful, is likely to be painful and destructive to the grievor. In these circumstances, negotiation is very attractive. But it should be clear that, if the grievance committee succeeds in this case, it will only be because arbitration was a very real possibility.

(Paper presented at the CAUT Collective Bargaining Cooperative Grievance Officers' Conference — Montreal, November 5-7, 1993.)

Censured Administrations in the U.S.

The administrations of the following institutions have been censured by the American Association of University Professors. Further information on these censures can be obtained by writing to them at 1012 Fourteenth Street, N.W., Suite 500, Washington D.C. 20005.

Grove City College (Pennsylvania) (March 1963, 15-24)	1963
University of the Ozarks (Arkansas) (December 1963, 352-59)	1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.	
Amarillo College (Texas) (September 1967, 292-302)	1968
Frank Phillips College (Texas) (December 1968, 433-38)	1969
University of Central Oklahoma (March 1969, 66-77)	1969
Southern Arkansas University (March 1971, 40-49)	1971
Camden County College (New Jersey) (September 1973, 356-62)	1974
Virginia Community College System (April 1975, 30-38)	1975
Concordia Seminary (Missouri) (April 1975, 49-59)	1975
Houston Baptist University (April 1975, 60-64)	1975
Murray State University (Kentucky) (December 1975, 322-28)	1976
Blinn College (Texas) (April 1976, 78-82)	1976
Marquette University (Wisconsin) (April 1976, 83-94)	1976
University of Osteopathic Medicine and Health Sciences (Iowa) (April 1977, 82-87)	1977
State University of New York (August 1977, 237-60)	1978
University of Detroit Mercy (March 1978, 36-54)	1978
Phillips County Community College (Arkansas) (May 1978, 93-98)	1978
University of Texas of the Permian Basin (May 1979, 240-50)	1979
Wingate College (North Carolina) (May 1979, 251-56)	1979
Olivet College (Michigan) (April 1980, 140-50)	1980
Nichols College (Massachusetts) (May 1980, 207-12)	1980
Bridgewater State College (Massachusetts) (April 1981, 86-95)	1981
Yeshiva University (New York) (August 1981, 186-95)	1982

American International College (Massachusetts) (May-June 1983, 42-46)	1983
Illinois College of Optometry (November-December 1982, 17a-23a)	1984
Metropolitan Community Colleges (Missouri) (March-April 1984, 23a-32a)	1984
Westminster College of Salt Lake City (Nov.-Dec. 1984, 1a-10a)	1985
Southwestern Adventist College (Texas) (Jan.-Feb. 1985, 1a-9a)	1985
Talladega College (Alabama) (May-June 1986, 6a-14a)	1986
Southern Nazarene University (Oklahoma) (Nov.-Dec. 1986, 7a-11a)	1987
The Catholic University of Puerto Rico (May-June 1987, 33-38)	1987
Husson College (Maine) (May-June 1987, 45-50)	1987
Hillsdale College (Michigan) (May-June 1988, 29-33)	1988
University of Judaism (California) (May-June 1988, 34-40)	1988
Maryland Institute, College of Art (May-June 1988, 49-54)	1988
Southeastern Baptist Theological Seminary (North Carolina) (May-June 1989, 35-45)	1989
Alabama State University (May-June 1989, 46-56)	1989
Concordia Theological Seminary (Indiana) (May-June 1989, 56-67)	1989
The Catholic University of America (Sept.-Oct. 1989, 27-40)	1990
Saint Leo College (Florida) (November-December 1989, 34-40)	1990
New York University (May-June 1990, 49-56)	1990
Dean Junior College (Massachusetts) (May-June 1991, 27-32)	1992
Wesley College (Delaware) (May-June 1992, 24-36)	1992
The New Community College of Baltimore (May-June 1992, 37-41)	1992
Loma Linda University (California) (May-June 1992, 42-49)	1992
Chowan College (North Carolina) (May-June 1992, 50-54)	1992
Clarkson College (Nebraska) (May-June 1993, 46-53)	1993
North Greenville College (South Carolina) (May-June 1993, 54-64)	1993
Savannah College of Art and Design (May-June 1993, 65-70)	1993

TRIBUNE LIBRE/COMMENTARY

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TRIBUNE LIBRE / COMMENTARY

Resolved: Canadian universities undervalue teaching

A debate with Walter Pitman on the Smith Report

Dans son rapport, Smith a blâmé les universités canadiennes de sous-estimer l'enseignement. Cependant, des exemples prouvent le contraire: des dossiers de permanence et d'avancement révèlent que l'on accorde une attention considérable à l'enseignement et que l'on exige un rendement élevé; des enquêtes auprès de diplômés récents, ces «consommateurs» instruits, montrent qu'ils voient l'enseignement d'un bon œil; la remise de distinctions honorifiques et de récompenses par les collègues au sein de l'université montre que le corps professoral l'apprécie extrêmement.

Plusieurs ouvrages américains controversés, où l'enseignement est critiqué, ont induit Smith en erreur. Il n'a pas vérifié leur validité aux États-Unis et ne s'est pas penché non plus sur les différences importantes entre le Canada et les États-Unis, ce qui l'a amené à prescrire un choix douteux de «remèdes».

H.W. Arthurs

Statistics Canada recently surveyed 140,000 individuals who had graduated from Canadian universities in 1990: 84.3 per cent were very satisfied or somewhat satisfied with the quality of teaching; 15.2 per cent were somewhat or very dissatisfied; 84.9 per cent were satisfied or very satisfied with their access to faculty members; 14.9 per cent were not. And even in these desperate economic times, 80.5 per cent believed that their undergraduate programs provided them with the job skills they required; only 19.3 per cent did not. In every case, Ontario universities ranked slightly above the Canadian average — though this is counterintuitive, since we labour under two distinct disadvantages: we are radically underfunded by national standards and radically over-committed to research, according to Dr. Smith's report.

How are we to read these figures? Are students poor judges of teaching or is Dr. Smith?

Let me say, first of all, that if students are poor judges, they are remarkably consistent judges. In my own university, for example, I examined the files of every professor who was being recommended for promotion or tenure over a period of three years. On three key indicators, students consistently rated their instructors at about 4 points on a 5 point scale — an A grade, if we were grading them — with senior professors ranking on average slightly higher than junior professors. I have seen studies from other universities: all show a similar high level of satisfaction on the part of both current students and recent graduates.

In fact, Dr. Smith knew this well: he commissioned a telephone survey of undergraduates to determine student satisfaction. The great majority said they were satisfied or very satisfied, but I don't actually recall that these figures made it into Dr. Smith's report.

Nonetheless: Dr. Smith has been going up and down the country for a couple of years, arguing that teaching is "undervalued" in Canadian universities. If by that he means that teaching is not well regarded by students, he is going to have to pull some statistical rabbits out of his hat: what is his evidence?

So I have now to ask again: is Dr. Smith a good judge of whether teaching is undervalued in Canadian universities?

Mind you, he hasn't said who

in the universities does the undervaluing. Obviously it isn't the students. He surveyed the faculty; and he says that they view teaching as important. So it must be someone else who undervalues teaching: but whom? The board of governors? No suggestion of that in the Smith Report. The presidents? Well, they are logical suspects — though to tell the truth, I have never met a president who wasn't convinced that good undergraduate teaching was a core commitment of his or her university. And not only do presidents lack motive, they have an alibi: presidents don't hire, fire or reward faculty members: faculty committees typically have prime responsibility for these decisions.

Well, we don't quite know who is doing the undervaluing, and from all available evidence, it seems that its prime consumers rate university teaching so highly. What's the problem? Well, Dr. Smith might say that by "undervalued" he didn't actually mean the teaching wasn't any good. According to Dr. Smith, regardless of how good the teaching is, he can tell that someone has undervalued it for three reasons: because of the way we allocate university resources, because of the reward system which regulates academic careers, and because we do not make more effort to monitor teaching or to invest more to improve it through training and technology.

Let me speak to each of those concerns. Dr. Smith says we skimp on teaching, while lavishing resources on research. He proposes some indicators of what he sees as a misallocation of resources: the seniority and credentials of the person at the front of the lecture hall; how many hours per week that person spends in class; what studies are being done to measure the outcome of the classroom experience; what procedures are in place to measure professorial productivity and performance.

These are not unimportant facts: but in and of themselves they prove very little because none of us knows — not him, not me — whether teaching in Canadian universities actually is innovative, efficient, successful or — I hesitate to use a word Dr. Smith never uses — learned.

Why, then, has Dr. Smith focused on the resources question? I think that he has fallen into the trap of trying to demonstrate that Canadian universities are guilty of the sins of

which American universities stand accused in a series of sensational and argumentative books. Specifically, he claims to see in Canadian universities the beginning of the same distressing trends which are said to befall large, so-called "research intensive" American universities. And he offers some anecdotes and a tasteful collection of adjectives to bootstrap his conclusions.

Let's assume that we ought to take the indictment of American universities as proven: that these prestigious institutions do not in fact care about their undergraduates; that they care only about their research and their reputations for scholarship. Why would we imagine that the same necessarily holds true of large Canadian so-called research intensive universities?

In the first place, even if they wanted to, Canadian universities could never hope to create the intense focus on research which is alleged to have ruined teaching at their American counterparts. There just isn't the funding available. Per capita public support for research in Canada is a fraction of what it is in the United States; unlike the United States, there is minimal chance to buy professors out of teaching — as opposed to paying for actual research costs; contractual and industrial research — alas — brings relatively small dollars to most of our universities; and the number of Canadian foundations large enough to fund university research on a significant scale could be counted comfortably by any three-toed sloth.

Second, in most provinces, and certainly here in Ontario, universities cannot materially improve their resources by enhancing their research reputations. Our government grants are distributed according to a fixed formula, based on student numbers, with virtually no bonus for being "research intensive." The political economy of elite American universities is very different. They are not funded on a formula; they compete constantly for discretionary grants and gifts and endowments, and they compete as much by pursuing Nobel Prizes and National Championships, as by the quality or quantity of students they serve.

Third, all Canadian universities are public universities: while some manage to attract a reasonable national clientele, most undergraduates at so-called research-intensive universities like Toronto or UBC or Montreal are drawn from a local catchment area. These universities simply cannot afford to shortchange the sons and daughters of taxpayers in their local catchment areas by giving them a rotten undergraduate education. And Stuart Smith to the contrary notwithstanding: these universities — like Harvard and Stanford and Princeton and Chicago — do continue to attract applications from very large numbers of very highly qualified young people who want to study there as undergraduates.

I am not about to argue that the undergraduate experience at these places — or at other Canadian universities, except York — is beyond improvement. The greater the emphasis on, the greater the opportunity for, research, the more likely it is that some very talented faculty members will spend some of their time on activities other than undergraduate education. But let's not overstate: that still leaves, at any given moment, many excellent faculty members — including many leading scholars — who are prepared to give undergraduates their full attention and commitment.

And yes, it is true that the size, diversity, and complexity of these large "research intensive" institutions can be intimidating for many undergraduates, even though these very characteristics also represent exciting and unusual opportunities for undergraduate education. And yes — who would deny it? — the experience of campus life in big cities is almost sure to be less serene and supportive than it is in college towns.

All of these things are true, but this does not mean that large "research intensive" Canadian universities undervalue teaching. Universities in Ontario and across Canada — all universities, regardless of their size or the balance of their programs or the mission they chose to define for themselves — do value teaching.

And here I come to Dr. Smith's concern about reward systems. Teaching to an adequate standard is everywhere in Canada — literally everywhere — a precondition of tenure; and outstanding teaching is almost everywhere, one of the possible routes to promotion, honours and rewards. Teaching is generally evaluated very carefully on the basis of student questionnaires, classroom visits by committees of colleagues, teaching awards, and so forth. As someone who has read hundreds of files — more, I am sure, than Dr. Smith — I can tell you that teaching dossiers are treated as very important in all decisions having to do with a professor's status within the university.

Dr. Smith, indeed, is in no position to dispute this. What he has said is, essentially: look, I am a one man commission; I could not do very much research, and had to depend on what the universities told me. If they could not tell me very much about teaching loads, about reward systems, about resource allocation, about testing and technology, what could I do except assume that they didn't know and didn't care about teaching? And when I received a litany of complaints from various sources, what could I do except assume that all of my own worst suspicions were true?

But even Dr. Smith would never argue that he had strong first-hand evidence to make his case against Canadian universities. So what did he do? He went back to the source: he wrote away for a J.J. Bean cata-

logue of trendy American academic prescriptions: in effect, he said, let's know more, measure more, prescribe more, account more, distribute more rewards, impose more punishments, buy more machines, take more training courses — and we will have accomplished a transformation of what he had begun by concluding was the anti-teaching culture of universities.

Maybe some of these ideas are worthwhile on their merits; maybe some are not; we should look at them all carefully. But if they rest on a fundamental misjudgment about teaching in Canadian universities, they might end up doing more harm than good. And I believe that Dr. Smith's judgment is indeed a misjudgment. Even if we concede that teaching in Canadian universities is under-researched, under-capitalized, and perhaps even under-policed, it does not follow that teaching is undervalued.

Of course Dr. Smith had reason to be frustrated by his inability to get the facts on teaching: on how much we spend, how many hours we teach, how professors distribute their energies and the like. But he did not have to conclude — he was not entitled to conclude — that Canadian universities undervalue teaching. He could have said: here is my scant evidence; in all honesty, there is not enough there for me to draw reliable conclusions. Or he could have asked for more time and money to do more research — though given his own scepticism about research, this would have been ironic.

Or he could have asked himself a very simple question: here are ten thousand very intelligent people — the professoriate of Ontario's universities — who have committed themselves to a lifetime of teaching. Why do they do it? They are overworked and underpaid: there are studies to prove it; but they teach — almost all of these professors — with professionalism and pride, and most with some flair and passion. Why do they do it? They seem to teach well: their students think they do; their peers, their deans, their presidents think they do. Why do they do it?

Well, he would have learned, they do it — I do it; we do it — because it is our profession and our passion, because we seek the cheap thrill of classroom applause, and the long chance of immortality which comes from trying to ensure that our ideas will live on in our students. Put that in your report, Dr. Smith, and then talk to us about the value of teaching.

These remarks were delivered at the Conference on Renewal sponsored by the Council of Ontario Universities. They were intended to be used in a debate with Dr. Stuart Smith but, due to his illness, were made in his absence.

(Harry Arthurs is a Professor of Law at Osgoode Hall Law School, and President Emeritus, York University. He is a former chair of the Council of Ontario Universities.)

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GEOGRAPHY

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urban-rural fringe, philosophy of geography, and a research seminar. The position will also be an undergraduate thesis supervisor and other tasks. Candidates should be experienced in field research methods, cartography, and economic issues in environmental policy and regulation. A willingness to include field methods in the curriculum and either regular or correspondence studies, an honours degree through either regular or correspondence, and an understanding of technology for the environment and environmental change. Successful applicants will be expected to contribute to the development of separate undergraduate and graduate programmes in social geography and environmental science studies. Candidates should demonstrate ability in practice and theory in their areas of expertise. Salary commensurate to scale. The position is open to all qualified applicants. Send applications to: Dr. Gert Nankwoom, Head, Department of Forest Sciences, University of British Columbia, 270-2357 Mell Mall, Vancouver, B.C., Canada V6T 1Z4.

GEOGRAPHY

TRINITY UNIVERSITY - Department of Geography invites applications for the following position: A two year limited term appointment in human geography commencing on July 1, 1994. Teaching responsibilities will include introductory courses in introductory urban geography, introductory human geography, the

urban-rural fringe, philosophy of geography, and a research seminar. The position will also be an undergraduate thesis supervisor and other tasks. Candidates should be experienced in field research methods, cartography, and economic issues in environmental policy and regulation. A willingness to include field methods in the curriculum and either regular or correspondence studies, an honours degree through either regular or correspondence, and an understanding of technology for the environment and environmental change. Successful applicants will be expected to contribute to the development of separate undergraduate and graduate programmes in social geography and environmental science studies. Candidates should demonstrate ability in practice and theory in their areas of expertise. Salary commensurate to scale. The position is open to all qualified applicants. Send applications to: Dr. Gert Nankwoom, Head, Department of Forest Sciences, University of British Columbia, 270-2357 Mell Mall, Vancouver, B.C., Canada V6T 1Z4.

SCHOOL OF GEOGRAPHY at the Assistant or Associate level. The position is linked to the newly established Eco-Research Chair in Environmental Studies. Applications must have a commitment to environmental studies, and either a regular or correspondence degree in either environmental policy and regulation, or environmental science. An honours degree through either regular or correspondence studies, an understanding of technology for the environment and environmental change. Successful applicants will be expected to contribute to the development of separate undergraduate and graduate programmes in social geography and environmental science studies. Candidates should demonstrate ability in practice and theory in their areas of expertise. Salary commensurate to scale. The position is open to all qualified applicants. Send applications to: Dr. Gert Nankwoom, Head, Department of Forest Sciences, University of British Columbia, 270-2357 Mell Mall, Vancouver, B.C., Canada V6T 1Z4.

G.S. Clark, Head, Department of Geological Sciences, University of Manitoba, Winnipeg, Manitoba R3T 2N2, Deadline for receipt of applications is March 15, 1994.

GEOLGY

ACADEIA UNIVERSITY - The Department of Geology invites applications for a two year limited term appointment (position #20603) beginning July 1994. Preference will be given to applicants who have a degree in environmental geology (including hydrogeology and tectonic analysis) and/or sedimentology and stratigraphy. Other degrees include supervision of B.Sc. and M.Sc. students. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is February 28, 1994. Applications are invited for a limited term appointment of one year to teach introductory urban geography, introductory human geography, the

Department of Germanic and Slavic Languages and Literatures invites applications for a two year limited term appointment of the rank of Assistant Professor. The appointment will begin July 1, 1994 (subject to the availability of funds). The successful applicant must have a Ph.D. at the time of appointment, strong research interest and potential, and interest in undergraduate and graduate teaching. Applications are expected to be familiar with current approaches to literary theory and to incorporate these into their teaching. Preference should be given to contemporary literature and/or 19th century literature. The position is open to all qualified applicants. The closing date for applications is February 28, 1994. Send resume to: Dr. Gert Nankwoom, Head, Department of Forest Sciences, University of British Columbia, 270-2357 Mell Mall, Vancouver, B.C., Canada V6T 1Z4.

HEALTH STUDIES & GERONTOLOGY

UNIVERSITY OF WATERLOO - The Department of Health Studies and Gerontology is an interdisciplinary department uniquely integrating biological, psychological, behavioural sciences and the study of disease prevention, health promotion, and aging. It has established B.Sc., M.A., M.Sc., and Ph.D. programs. Opportunities exist for the development of interdisciplinary research across the university and with external agencies. This department has a two-year limited term position available at the Assistant Professor level for a person specializing in (psychological) aspects of aging. In the duties the master's level supervision and graduate teaching will be required, including participation in the multidisciplinary gerontology seminar. Applicants must have a Ph.D. or equivalent. Experience in gerontology, literature, linguistics and research is required. The successful candidate is responsible for teaching language courses at all levels, and literature courses in general. A complete curriculum vitae and three letters of reference should be sent to Professor S. Dickson, Chair, Department of German and Russian, University of Waterloo, Waterloo, N2L 3G1, Canada. Applications will be accepted until March 1, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo is committed to the principle of employment equity and encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

GERMAN

THE UNIVERSITY OF NEW BRUNSWICK - Applications are invited for a probationary (track-eligible) position in German to commence July 1, 1994. The successful applicant will be required to teach a large introductory class and advanced classes in German literature. Preference will be shown for candidates interested in a program of field research in fluvial geomorphology or hydrology. Other areas of interest might include GIS, environmental planning and resources management.

GEOLOGICAL SCIENCES

THE UNIVERSITY OF MANITOBA - The Department of Geological Sciences invites applications to fill a tenure track position at the assistant professor level, beginning July 1, 1994, or as soon as possible thereafter. The successful applicant will be required to teach a large introductory class and advanced classes in environmental geology. Preference will be shown for candidates interested in a program of field research in fluvial geomorphology or hydrology. Other areas of interest might include GIS, environmental planning and resources management.

CHEMISTRY

The Department of Chemistry, University of Waterloo, invites applications for a tenure track position at the Assistant Professor level in Inorganic Chemistry, electived or after July 1, 1994. Applicants will have a Ph.D., and possess a strong record of research and an excellent research record. Research activities which are closely linked to areas of biological interest will be particularly advantageous. The successful candidate is expected to develop an active and innovative research program, and to teach at both the undergraduate and graduate level. It is expected that the successful candidate will be based at the Eindridi Campus of the University of Toronto and will conduct her/his research at the Eindridi Campus. The position is to be appointed until February 25, 1994. Salary commensurate with experience. This position is subject to budgetary approval. Applicants should provide a curriculum vitae, a statement of proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 100 St. George Street, Toronto, Ontario, M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send application, curriculum vitae, a statement of research interests, and the names of three referees to: Professor

GYNECOLOGIC ONCOLOGY AND MATERNAL-FETAL MEDICINE

The College of Medicine, University of Saskatchewan, invites applications for the positions of Assistant Professor, Department of Obstetrics and Gynecology, Divisions of Gynecologic Oncology and Maternal-Fetal Medicine. We seek clinicians who have experience in teaching and research. There are 7 full-time faculty and 83 part-time clinicians who are members of the Department. Candidates must be certified specialists in Obstetrics and Gynecology with subspecialty training in Gynecologic Oncology and Maternal-Fetal Medicine and be eligible for licensure in the Province of Saskatchewan. Salary and academic rank will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified individuals.

Applications accompanied by a detailed Curriculum Vitae and the names of three referees should be directed by March 31, 1994 to Dr. Roger W. Turnell, Head, Department of Obstetrics and Gynecology, Royal University Hospital, Saskatoon, Saskatchewan, S7N 0X0.

UNIVERSITY OF PRINCE EDWARD ISLAND - History Department invites applications for Assistant Professor, two-year limited term appointment, tenure track. Ph.D. or equivalent; publications and teaching experience desirable. 3. Teaching undergraduates at a Canadian university. 4. Teaching at the first year level, the confederate era at the fourth year level, and a third upper level course in an area of specialization. 5. To demonstrate teaching ability. Send application, curriculum vitae and three letters of reference to: Professor Frederick L. Onsill, Chairman, Department of History, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. The closing date is March 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Prince Edward Island encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

HISTORY

CONCORDIA UNIVERSITY - Department of History invites applications for a limited term appointment (August 1, 1994 to May 31, 1995) at the Assistant Professor level. The candidate must have a Ph.D. or equivalent in Canadian History with particular emphasis on colonial and pre-industrial Quebec; ability to teach at the undergraduate and U.S. history at the graduate level. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. U.P.E.I. offers equal employment opportunities to qualified women and men.

CONCORDIA UNIVERSITY - Department of History invites applications for a limited term appointment (August 1, 1994 to May 31, 1995) at the Assistant Professor level. The candidate must have a Ph.D. or equivalent in Canadian History with particular emphasis on colonial and pre-industrial Quebec; ability to teach at the undergraduate and U.S. history at the graduate level. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. The deadline for applications is April 15, 1994. Applications should send their curriculum vitae and three letters of reference before March 30, 1994 to: Dr. I.M. Smith, Chair, Department of History, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.Q. H3G 1M8.

DALHOUSIE UNIVERSITY - The Department of History invites applications for a two year seasonal appointment (August 1, 1994 to May 31, 1995) at the Assistant Professor level. The candidate must have a Ph.D. or equivalent in Canadian History with particular emphasis on colonial and pre-industrial Quebec; ability to teach at the undergraduate and U.S. history at the graduate level. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmation Action Employer. The University encourages applications from women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. The deadline for applications is April 15, 1994. Applications should send applications with a curriculum vitae and a writing sample, and arrange to have three letters of reference sent to the Chair, Department of History, Dalhousie University, Halifax, Nova Scotia B3H 3J5 (FAX 902-494-1937).

School for the Contemporary Arts ANNOUNCEMENT OF AN ASSISTANT PROFESSOR POSITION IN ELECTROACOUSTIC MUSIC Commencing September, 1994

The School for the Contemporary Arts is an interdisciplinary fine and performing arts program which includes: Dance, Film, Music, Theatre and Visual Arts. The School offers a B.F.A. (Major in Music), Extended Minor in Music and an interdisciplinary M.F.A. Program.

PROFESSIONAL PROFILE AND RESPONSIBILITIES:

Composer with a specialization in electroacoustic music. Electroacoustic music study at SFU is broadly based and includes live performance systems, interactive programming, computer music, MIDI applications, microcomputer applications in the arts, and audio. Extensive experience in at least one of these areas is required. Valuable secondary interests which are part of the music program include world music, interdisciplinary collaboration including music and sound design for film, dance or theatre; acoustic composition; twentieth century music theory and analysis; and contemporary music performance. The successful applicant will be expected to maintain a professional art practice or scholarly activity. Undergraduate and Graduate advising, and committee responsibilities are part of the position. Candidates are expected to have a Masters degree and significant professional experience. Previous teaching experience at the university level is desirable.

DEADLINE: Feb. 15, 1994

The availability of this position is subject to budgetary approval. This advertisement is directed to people who are eligible for employment in Canada at the time of application. Simon Fraser University is committed to an employment equity program and invites applications from all qualified persons. Send letter of application, resume, and the names of three referees to: **Rudolf Komoros, Director, School for the Contemporary Arts, Simon Fraser University, Burnaby, B.C., V5A 1S6. Telephone: (604) 291-3603. Fax (604) 291-5907.**



Mount Saint Vincent University

DIRECTOR, INSTITUTE FOR THE STUDY OF WOMEN

Applications and nominations are invited for the position of Director of the Institute for the Study of Women at Mount Saint Vincent University. Candidates must have an exemplary record of feminist scholarship, a successful track record in grant-getting, and strong administrative abilities and experience. The successful candidate will be considered for an academic appointment in an appropriate department. Initial appointment will be for five years, and is renewable upon review. Appointment is subject to final budgetary approval. Starting date is July 1, 1994 or as negotiated.

Mount Saint Vincent University is located in Halifax, and is Canada's only university concerned primarily with the education of women. The Institute for the Study of Women was created in 1982 to research issues that have relevance to women. It is located on the university campus and, through the leadership of the director, supports itself through government and academic research grants and contract work. Other responsibilities of the director include interaction with other scholars at the university and liaison with the community. The director may also teach. The director, who reports to the Vice-President (Academic), also serves as executive secretary to the Institute's national advisory board.

Salary and rank will be appropriate to qualifications and experience. The closing date for applications is March 1, 1994. Applications, which should be accompanied by a curriculum vitae and names of three referees, should be sent to:

Dr. Sheila Brown

Vice-President (Academic)

Mount Saint Vincent University

Halifax, Nova Scotia B3M 2J6

Mount Saint Vincent University is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ LAVAL

Département de didactique

Faculté des sciences de l'éducation PROFESSEUR, PROFESSEURE DE DIDACTIQUE DES MATHÉMATIQUES

Tâche

Enseignement aux premier, deuxième et troisième cycles didactique des mathématiques. Encadrement d'étudiants et d'étudiantes de deuxième et troisième cycles. Supervision de thèses, mémoires et essais. Recherche en didactique des mathématiques. La candidate ou le candidat pourra être appelée à œuvrer dans le domaine de l'application pédagogique des ordinateurs en mathématiques.

Qualifications

Doctorat pertinent aux domaines d'enseignement et de recherche ou équivalent du doctorat.

Seront considérées comme des atouts des expériences pertinentes en enseignement, en recherche, et dans le domaine des applications pédagogiques des ordinateurs.

Traitement et conditions de travail

Suivant la convention collective.

Date d'entrée en fonction: 1^{er} juin 1994

L'Université Laval applique un programme d'accès à l'égalité.

En accord avec les exigences du Ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.

Faire parvenir curriculum vitae et références avant le 15 mars 1994 à:

M. Jean-Guy Bernard, directeur
Département de didactique
Faculté des sciences de l'éducation
Université Laval, Québec G1K 7P4

CAUT BULLETIN ACPPU

WILFRID LAURIER UNIVERSITY - The Department of Political Science of Wilfrid Laurier University invites applications for a tenure-track appointment in International Relations, commencing July 1, 1994. Courses currently taught in the field include Theories of International Politics.

ics, International Organization, Foreign Policy Analysis (Canada and United States), and Theories and Case Studies of International Politics and Management.

The Department offers undergraduate and graduate programs. The University is committed to Employment Equity policies.

SUMMER LANGUAGE TEACHING POSITION

SCIL (Summer Centre for International Languages)

University of Regina, Regina, Saskatchewan has positions open for Senior Language Instructors for the 1994 sessions (May 9-June 17 and July 4-August 12) in the following languages:

Arabic	Cree	German
Hindi	Italian	Japanese
Korean	Mandarin	Russian
Spanish	Ukrainian	

Qualifications: Ph.D. in Linguistics or related field; native speaker or near-native fluency; experience using modern teaching technology; university level teaching experience.

Remuneration: \$6,000 CDN per term, plus travel expenses.

Send CV and three (3) references by February 1, 1994 to:

Nancy Lee, Director
Summer Centre for International Languages
University of Regina
Regina, Saskatchewan, Canada S4S 0A2
FAX: (306) 585-5183
TEL: (306) 585-5300

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens, permanent residents, and persons with a minimum of three years of postsecondary education, including curriculum vitae and the names of three referees, should be sent by January 31, 1994 to: Dr. John McNamee, Chair, Department of Psychology, Faculty of Arts, Wilfrid Laurier University, Waterloo, Ontario N2L 3G1, Telephone: (519) 884-7461, Fax: (519) 884-7465, e-mail: jmcnamee@wlu.ca

UNIVERSITY OF VICTORIA The

Department of Political Science, Uni-

versity of Victoria, invites applica-

tions from persons specializing in Interna-

tional Politics or Public Administra-

tion/Political Science.

Assistant Professor level: The position is

subject to budgetary approval. Applica-

tions should have a completed Ph.D. along

with a minimum of three years of post-

secondary teaching and research.

In accordance with Canadian im-

migration requirements, this adver-

tisement is directed to Canadian citi-

zens and permanent residents. Other qual-

ified candidates are also encouraged to apply.

The University of Victoria is an employ-

er of choice and encourages applica-

tions from women, persons with

disabilities, visible minorities, and abor-

iginal persons. Applications for considera-

tion are to be submitted by January 31, 1994. Applica-

tions should be sent to Professor Jeremy Wilson,

Chair, Department of Political Science, Uni-

versity of Victoria, Box 3050, Victoria,

British Columbia V8W 3P5. Applicants

should attach a curriculum vitae and letters

of reference directly to the Chair.

POLITICAL STUDIES

QUEEN'S UNIVERSITY - The Depart-
ment of Political Studies at Queen's
University invites applications for two
positions: (1) a tenure-track, entry-level
appointment at the rank of Assistant Pro-
fessor, and (2) a tenured appointment at
the senior level, both in the field of Cana-
dian politics. The tenure-track position is
for the successful candidate in teaching
interests and a research record in public
opinion, political behaviour, and related
areas. The tenure level position is for the
other two positions are open. For both
positions a comparative frame of reference is
desired. These appointments will begin
July 1, 1994.

In accordance with Canadian im-
migration requirements, this adver-
tisement is directed to Canadian citizens
and permanent residents. The University
has an employment equity programme,
welcomes diversity in the work-
place, and encourages applications from
all qualified candidates, including women,
visible minorities, persons with disabilities,
and aboriginal peoples. Queen's University

is willing to make reasonable accommoda-

tions to qualified applicants. The successful

candidate will also encourage university

scriptures. Our fax number is: (613)545-

6849.

PSYCHOLOGY

UNIVERSITY OF PRINCE EDWARD
ISLAND - Psychology. Subject to bud-
getary approval, applications are invited
for a tenure-track position at the rank of
Assistant Professor. Applicants should
have a Ph.D. Applications are especially
invited from cognitive development psy-
chologists and cognitive neuroscientists
with a strong developmental background.
Areas of special interest might include
individual differences in cognitive develop-
ment, cognitive development and perception,
and computer modeling. We are
seeking applicants with a demonstrated
commitment to research in academic cen-
ters, undergraduate teaching, and an ability
to involve students in their research.
The University is committed to
employment equity, equality, and addressing
gender imbalance in the make
up of the faculty. Accordingly, female
candidates are especially urged to apply
for this position. The successful candi-

date will teach 6 semester-long under-
graduate courses annually, a variety of
content areas, including statistics, subjec-
ts such as: Research Methods, Statistics,
and Industrial Psychology. The assistant
professor level for 1993-94 was
\$39,072. The University of Prince

Edward Island is a primarily under-

graduate institution with a variety of majors

and minors. A collegial Department of Psychol-

ogy with ten full-time faculty members

and one part-time faculty member

teaches courses in psychology and

research methods. The University

is currently implementing a policy of

employment equity, including affirmative

action for women faculty.

UNIVERSITY OF TORONTO - Faculty of

Psychology. A tenure-track position at

the rank of Assistant Professor is

available, commencing July 1, 1994.

The successful applicant will have

a commitment to teach undergraduate

and graduate courses, and to work in

research programs. Duties include

teaching in both undergraduate and

graduate programs. Candidates

should have a promising publication

record, and programme of research.

UNIVERSITY OF TORONTO - Faculty of

Psychology. A tenure-track position at

the rank of Assistant Professor is

available, commencing July 1, 1994.

The successful applicant will have

a strong and active program in any

area of psychology, and the position

is filled, however interested

persons should apply by March 1, 1994.

The successful applicant will have

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1994 May we wish you all
a very happy and prosperous
New Year

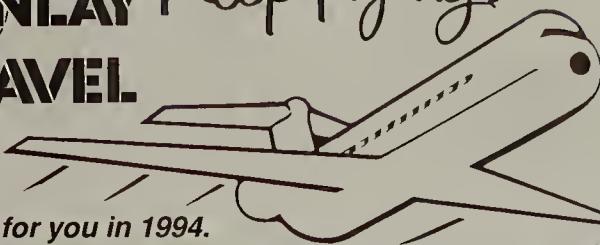
We are always glad to get your telephone calls and fax requests. Your constant support is heartwarming. Keep the requests coming. Don't forget every fare has an Economic Benefit built in. Those members with families should be aware that we construct Additional Benefits to make your trips even MORE AFFORDABLE. Give us a try - you'll be pleasantly surprised. The larger the family the more you save.

Depend on us to do our best for you in 1994.



1951-1993

Keep flying!



Sabbatical Programme VALID UP TO ONE YEAR

TO	FROM	ADULT FARE	CHILD FARE
LONDON	St. John's/Halifax/Montreal	From: \$ 749.00	\$ 639.00
	Ottawa/Toronto	From: \$ 749.00	\$ 639.00
	Winnipeg	From: \$ 849.00	\$ 739.00
	Calgary/Edmonton	From: \$ 969.00	\$ 859.00
	Vancouver	From: \$1009.00	\$ 899.00
PARIS	Montreal/Toronto	From: \$ 869.00	\$ 575.00
	Winnipeg	From: \$1039.00	\$ 699.00
	Calgary/Edmonton	From: \$1139.00	\$ 777.00
	Vancouver	From: \$1199.00	\$ 822.00
FRANKFURT	Montreal/Ottawa/Toronto	From: \$ 959.00	\$ 642.00
	Winnipeg	From: \$1129.00	\$ 769.00
	Calgary/Edmonton	From: \$1239.00	\$ 852.00
	Vancouver	From: \$1289.00	\$ 889.00
STOCKHOLM	Montreal/Toronto	From: \$1099.00	\$ 747.00
	Vancouver	From: \$1429.00	\$ 995.00
COPENHAGEN AND OSLO	Montreal/Toronto	From: \$1029.00	\$ 694.00
	Vancouver	From: \$1359.00	\$ 942.00
AMSTERDAM	Montreal/Toronto	From: \$ 869.00	\$ 575.00
	Vancouver	From: \$1199.00	\$ 822.00

Child fare applies to ages 2-11.

NOTE TO CAUT MEMBERS: THE ABOVE SABBATICAL FARES ARE ONLY AVAILABLE THROUGH FINLAY TRAVEL IN TORONTO. WE CANNOT ACCEPT CALLS FROM INTERMEDIARIES. MEMBER MUST DEAL DIRECTLY WITH THIS AGENCY.

* BASED ON LOW SEASON AIRFARES. Ask about our attractive fares from other cities across Canada.

BOOKING CONDITIONS & RESTRICTIONS APPLY. AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME.

* Not included: Canadian Transportation Tax \$A\$40.00 and local Taxes where applicable

E & O.E. 12/93

South Pacific

TO	FROM	LOW SEASON	HIGH SEASON
AUCKLAND	Vancouver	From: \$1187.00	\$1517.00
	Calgary/Edmonton	From: \$1327.00	\$1657.00
	Regina/Saskatoon	From: \$1417.00	\$1771.00
	Winnipeg	From: \$1437.00	\$1791.00
	Toronto/Ottawa/Montreal	From: \$1367.00	\$1721.00
	Halifax	From: \$1611.00	\$1941.00
SYDNEY/ MELBOURNE/ BRISBANE or CAIRNS	Vancouver	From: \$1297.00	\$1627.00
	Calgary/Edmonton	From: \$1427.00	\$1747.00
	Regina/Saskatoon	From: \$1517.00	\$1861.00
	Winnipeg	From: \$1547.00	\$1891.00
	Toronto/Ottawa/Montreal	From: \$1467.00	\$1797.00
	Halifax	From: \$1721.00	\$2041.00

Low Season: 01 April - 31 August 1994

High Season: 01 December 1993 - 28 February 1994

* BOOKING CONDITIONS & RESTRICTIONS APPLY

* AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

* Not included: Canadian Transportation Tax \$A\$40.00 and local Taxes where applicable

E & O.E. 12/93

Oriental Getaways

TO	FROM	
HONG KONG	Vancouver	From: \$ 999.00
	Calgary/Edmonton	From: \$1112.00
	Regina/Saskatoon	From: \$1212.00
	Winnipeg/Thunder Bay	From: \$1082.00
	Toronto	From: \$1072.00
	Montreal/Ottawa	From: \$1098.00
	Halifax	From: \$1216.00
TOKYO/ OSAKA	Vancouver	From: \$ 852.00
	Calgary/Edmonton	From: \$ 957.00
	Regina/Saskatoon/Winnipeg	From: \$1057.00
	Thunder Bay/Toronto/Montreal/Ottawa	From: \$1032.00
	Halifax	From: \$1080.00
SINGAPORE/ KUALA LUMPUR	Vancouver	From: \$1146.00
	Calgary/Edmonton	From: \$1251.00
	Regina/Saskatoon	From: \$1346.00
	Winnipeg/Toronto/Montreal/Ottawa	From: \$1246.00
	Halifax	From: \$1371.00

* BOOKING CONDITIONS & RESTRICTIONS APPLY

* AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

* Not included: Canadian Transportation Tax \$A\$40.00 and local Taxes where applicable

Staircase fares may be available for passengers from the Toronto/Montreal and Vancouver area. Routines are restrictive and for some itineraries an overnight at the Asian gateway may be required

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Random Selected Cross Canada Fares

Vancouver	Toronto	From \$378.00	Thunder Bay	Ottawa	From \$299.00
Calgary	Ottawa	From \$426.00	Toronto	Edmonton	From \$368.00
Edmonton	Winnipeg	From \$261.00	Ottawa	Vancouver	From \$436.00
Regina	Toronto	From \$354.00	Montreal	Victoria	From \$488.00
Saskatoon	Montreal	From \$394.00	Halifax	Edmonton	From \$609.00
Winnipeg	Halifax	From \$493.00	St. John's	Toronto	From \$271.00

* BASED ON WINTER AIR FARES

ADVANCE BOOKING 21 DAYS, NON-REFUNDABLE, NO CHANGES

ENSURE ON OTHER VALUE AIR FARES TO AND FROM OTHER CANADIAN DESTINATIONS ALSO TO U.S. DESTINATION. AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME

* Not included: Canadian Transportation and GST Taxes

Charter fares are available to certain Canadian cities

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ALL AIRFARES
INCLUDE SCHEDULED AIR SERVICE.

CHARTER SERVICE ON REQUEST.

CAUT/ACPPU WORKSHOPS-COMMITTEE MEETINGS
CONFERENCES-CONSORTIUMS

A number of meetings are scheduled during 1994. If you are attending any of the above please feel free to give our Corporate Section a call for the best fare possible.

CALL: (416) 366-9774 Fax: (416) 366-1005

Toll free line has been opened up to: RESERVATIONS ONLY 1-800-361-2364. Now is the time to firm your plans up. If your booking is for a family, let us know at time of contact. We do our best price-wise in these tough times. We know every dollar counts.



A full service agency

Suite 4370, Canada Trust Tower, P.O. Box 608
BCE Place, Toronto, Ontario M5J 2S1
Tel: (416) 366-9774 Fax: (416) 366-1005

CALL: (416) 366-9771
FAX: (416) 366-1005

Nous offrons aussi un service en français si vous désirez.

(416) 366-9771 Fax (416) 366-1005 Whenever possible...

QUALITY, VALUE, AND SERVICE UNPARSED

Fares subject to change

Any or all of the above offerings may be withdrawn at anytime

